

# PERSONNEL/STUDENT AFFAIRS COMMITTEE

## AGENDA

September 23-24, 1999  
Idaho State University - SUB  
Pocatello, Idaho

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**1. COMMITTEE ACTION: Minutes of the June, 1999 Meeting**

**It was moved by \_\_\_\_\_, seconded by \_\_\_\_\_ and carried to**  
approve/disapprove/table the Personnel/Student Affairs Committee Minutes for the June, 1999  
Meeting.

## **Personnel/Student Affairs Committee**

June 17, 1999

SUB - University of Idaho

Moscow, Idaho

Board Members:      Curtis Eaton (chair)  
                             Harold W. Davis

1.      March & April Minutes  
         Approved by consensus.

2.      Routine Agenda Items  
**University of Idaho**

Appointment - David Thompson, Dean of the College of Engineering and Tenured Professor of Mechanical Engineering and Computer Science

Mr. Eaton said the request was for a 0.923FTE for 11 months at \$150,009.60, but were it for a 12-month position, the salary would be approximately \$164,000.00. He asked if there were other 11-month dean positions. He was advised by the presidents that there are several. Dr. Hoover said Mr. Thompson will probably pick up the additional month's salary by the use of a grant.

Mr. Eaton said he was concerned about the salary structure and felt it was addressed more on a case-by-case basis than on an agreed upon structure. He felt it was critical that a process be developed to assess salaries.

There was general discussion regarding competitiveness in the market place and ability to recruit qualified individuals.

3.      Non-Routine Agenda Items  
**State Division of Vocational Education** - Cooperative Agreement Between Idaho Division of Professional-Technical Education and the Idaho Department of Education Bureau of Technology Services.

Dr. Mike Rush reviewed the history and rationale for the implementation of the agreement. Mr. Eaton said the committee would bring it to the Board with an approval recommendation.

**Boise State University** - Rod Jensen, Head Mens Basketball Coach

Dr. Charles Ruch said the contract was the standard form and has been reviewed by Board and University counsel.

Mr. Davis asked the presidents if they felt multi-year contracts were working. Dr. Robert Hoover replied that he was not sure he could recruit and retain the people he wanted without them. Dr. Ruch agreed.

Mr. Eaton asked if the renewal of the multi-year contracts complied with the requirement to include a report of the “coach’s performance relative to academic incentives of the coach’s prior contract period.” He also referred to the addendum which states “in order to qualify for supplemental pay as outlined above, a minimum academic criteria will be agreed upon and added to this agreement.” Mr. Eaton felt that was essential to all of the multi-year contracts and that the Board needed to know what it is. He said he would not support the contract extension until he had the information. Dr. Ruch said he would try to get it in time for the committee report.

**Idaho State University - Doug Oliver - Head Men’s Basketball Coach**

Mr. Eaton said the contract for Mr. Oliver does refer to students, but felt the performance measures could be improved. Dr. Bowen said he could add statements regarding the improvement of student academic performance. Mr. Eaton felt that was a good idea for everyone involved.

**University of Idaho**

Multi-Year Contract - Christopher J. Tormey, Head Football Coach

Dr. Hoover said approval would move Mr. Tormey from a one-year contract to a multi-year contract.

There was discussion regarding the effectiveness of multi-year contracts in the retention of employees.

Multi-Year Contact - C. David Farrar, Head Men’s Basketball Coach

Mr. Davis asked about the statement that Coach Farrar would receive up to \$30,000 from the University or Radio Palouse, Inc. (KHTR). Dr. Hoover replied that if the radio station could not pay the \$30,000, the University would do so. Mr. Davis asked if there were management problems with two funding streams. Dr. Hoover said there were not. Mr. Davis asked how the funds were distributed to the employee. Mr. Satterlee said that Board policy requires that outside compensation be paid to the institution; the institution then pays the employee.

4. UI President Supplemental Compensation

Deferred to full Board.

5. ISL Board Reappointment

The committee will recommend Mr. Larry Week’s reappointment.

6. Forum

No discussion.

7. Student Fees and Debt

Mr. Eaton said he and Dr. Fitch would set up an agenda of related items and get them out to committee members. He suggested a teleconference call be set up as soon as possible to review and accept or reject the list of items. He asked that if a president is not able to attend, a vice president of student affairs do so; and that student representatives also participate. He asked the students to appoint a spokesperson for their group who will obtain input from the students to relay at the meeting.

Mr. Davis asked if tuition and fees would be separated from student debt. Mr. Eaton said the issue of tuition and fees would be included in the discussions, and that one issue that needed to be resolved was whether or not fees could be used for instruction.

Mr. Davis asked Dr. Hoover to prepare a white paper on what the present constitution does to higher education in terms of operation. What areas are hard to define? What's to be gained?

Mr. Jerry Meyerhoeffer said that in 1964 when the legislature wrote the community college rules, they included tuition.

Dr. Robert Hoover asked if the charge to him was to prepare a paper giving the upside and the downside to tuition, including the constitutional prohibition for charging it for undergraduate, in-state students. Mr. Davis said that was correct and that he would like a listing of everything that currently allows it, etc.

Dr. Richard Bowen suggested coming to agreement with the legislature regarding what portion the state should pay and what portion the students should pay. He said it has been done in many states and felt this would be the best solution. He also felt that the discussion should look at what percentage the loan amounts are going to fees and what to other things such as housing, food, etc.

Dr. James Hottois felt the entire financial aid system needed to be discussed. He said data suggests that in the last ten years grants have gone from 55 percent to 39 percent and loans have gone from 42 percent to 59 percent.

**2. BOARD ACTION: Routine Agency/Institution Agendas**

**It was moved by \_\_\_\_\_, seconded by \_\_\_\_\_ and carried to**  
approve/disapprove/table the Personnel/Student Affairs Committee Agenda Items.

Page

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA**2.3 Changes in Salary, Rank, Title, Duties, or Status**

## 2.31 Administrative

Shirley Silver, Coordinator

FTE/Term: Permanent full-time exempt (PCN 0026)

Proposed Annual Salary: \$52,603.20

Current Annual Salary: \$52,603.20

Amount &amp; Percent: No change

Effective Date: July 1, 1999

Department/Funding: SDVE/Federal Funds

Rationale: Change from Equity Coord to Special Projects Coord to reflect change in position responsibilities. (Previous Board action submitted in June was submitted in error B Equity Coord to Federal Programs Coord. This action corrects that error.)

Irene Chancey, Coordinator (exempt) FROM Grants Manager (classified position)

FTE/Term: Full-time exempt position (PCN 0112 )

Proposed Annual Salary: \$47,902.40

Current Annual Salary: \$42,286.40

Amount &amp; Percent: 10%

Effective Date: July 1, 1999

Department/Funding: SDVE/State funds

Rationale: Change allows for the development and expansion in the scope of duties that need to be assigned to the position. The intent is to have this be a Grants and Budget Coord position with the same level of performance and responsibilities as other staff who coordinate programs statewide.

Educational Information Analyst position - Career Information System

FTE/Term: Change existing 1.0 FTE into two .5 FTE positions with two PC Numbers.

Proposed Annual Salary: \$17.39 per hour

Current Annual Salary: \$17.39 per hour

Effective Date: October 3, 1999

Department/Funding: Career Information System/

Rationale: This position is currently a full-time, non-classified exempt position with two incumbents working on an equal job-share basis. Making this two separate half-time (.5 FTE) positions will give CIS the flexibility to identify separate job responsibilities and assign related duties appropriately as well as manage the personnel requirements more effectively.

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA**2.1 Appointment**

## 2.13 Other

Mary D. Cobb, Rehabilitation Counselor

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$27,560.00

Amount and Percent: N/A

Effective Date: June 7, 1999

Funding: General/Federal

Rationale: Replacement

Dawn E. Sandoval, Rehabilitation Counselor

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$28,267.20

Amount and Percent: N/A

Effective Date: June 21, 1999

Funding: General/Federal

Rationale: Replacement

Bruce Christopherson, Rehabilitation Counselor

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$27,560.00

Amount and Percent: N/A

Effective Date: July 6, 1999

Funding: General/Federal

Rationale: Replacement

Mendie C. Moyes, Rehabilitation Counselor

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$28,600.00

Amount and Percent: N/A

Effective Date: July 12, 1999

Funding: General/Federal

Rationale: Replacement



Whitton Scott Engum, Supervisor Fiscal Operations

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$51,875.20

Amount and Percent: N/A

Effective Date: August 8, 1999

Funding: General/Federal

Rationale: Replacement

### **2.3 Changes in Salary, Rank, Title or Duties**

Robert Carter, Rehabilitation Counselor

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$28,121.60

Current Annual Salary: \$27,560.00

Amount and Percent: +2%

Effective Date: June 27, 1999

Rationale: CRC Honorarium

Karen Byington, Rehabilitation Counselor II

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$35,692.80

Current Annual Salary: \$32,364.80

Amount and Percent: +5%

Effective Date: July 11, 1999

Rationale: Promotion from Counselor I

Robert Sidwell, Rehabilitation Counselor I

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$30,264.00

Current Annual Salary: \$28,121.60

Amount and Percent: +7.6%

Effective Date: August 8, 1999

Rationale: Promotion from Rehabilitation Counselor

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA

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**2.9 Items Not Covered in Other Sections**

To: State Board of Education  
Fr: Peter W. Morrill, General Manager  
Dt: 8/30/99  
Re: System Report

APTS DTV Planning Grant Update, Page 2

NTIA/TIIAP DTV Datacasting Planning Grant Finalist, Page 3

Dialogue for Kids, Page 3

SDE Weekly Newscasts, Page 3

16,000 Toolboxes to Teachers, Page 4

Instructional Television, Restructured, Page 4

3-Town Hall Meeting Scheduled, Page 4

Production Update..., Page 5

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#### APTS DTV PLANNING GRANT UPDATE

The DTV Business Case planning work that is supported by a grant to IdahoPTV from APTS and the Ford Foundation began in earnest on August 18 when the IdahoPTV management team met in an all-day session with the president of Bortz Media Consultants and a representative of the Ford Foundation.

Bortz Media identified a number of IdahoPTV strengths that will serve the agency well in the transition to DTV:

1. The agency has taken some very positive and aggressive steps already toward implementing DTV.
2. IdahoPTV is a trusted community resource, with increased community support (membership growth, growing Nielsen market share).
3. The agency is a neutral 3rd party in the Higher Ed community, being unaligned with any single university or college.
4. IdahoPTV is a statewide medium.
5. Our web resources are very well-developed, particularly for an organization of our size.
6. IdahoPTV has experience in civic journalism, and subject matter expertise in land-use issues.

They also identified a number of potential limitations:

1. The agency is a pretty small and lean organization.
2. The rural, "geographically-challenged", population we serve presents technological challenges.
3. Federal funding is declining.
4. In Idaho there is low cable and high satellite penetration, compared to the national averages.
5. Being a state-owned entity, the agency has some limitations in the competitive services it may want to get into.

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Bortz Media has a list of criteria upon which IdahoPTV DTV service concepts need to be evaluated. Among the several possible service concepts identified by IdahoPTV before the meeting, there remain half a dozen on the "short list" that will be investigated further. These focus on using the DTV broadcast as a multicast most of the time, with channels that might include resources for young children and families, a separate channel for learning and teaching resources (K-12, higher ed, voc ed, self-enrichment), a public affairs focus, and datacasting. Also, the examination will continue what particular services IdahoPTV could develop to serve Hispanic and Native American populations in the state. These may fit into any one of the several multicast channels.

The next step in this process is a similar all-day meeting in late September.

**NTIA/TIIAP DTV DATACASTING PLANNING GRANT FINALIST**

IdahoPTV has been informed that the agency is a finalist for a NTIA/TIIAP grant to support efforts to plan, in cooperation with about 20 other State of Idaho agencies, a potential DTV datacasting service. The eight-month planning process may begin as early as October 1999, and utilizes video-conferences, web-based discussion and information sharing, and special editions of DIALOGUE which will examine information access issues in the state. Final notification of the grant award is expected in late September.

**DIALOGUE FOR KIDS**

Based on the success of our May special daytime DIALOGUE call-in show that featured Edgar Mitchell (the Apollo astronaut who trained at Craters of the Moon National Monument), IdahoPTV is doing a complete series of science programs this school year that bring science topics unique to Idaho into the elementary/ middle-school classroom. Beginning Monday, October 25, the fourth Monday of each month will feature a 30-minute live DIALOGUE FOR KIDS. Joan Cartan-Hansen and her special guests will tie science to Idaho people, places, or creatures; and encourage students to converse live, directly with the experts. A companion Web site is planned for each program. The first episode features "bats."

**SDE WEEKLY NEWSCASTS**

The first Tuesday taping sessions of the weekly newscasts from the SDE, "News & Reports from the State Department of Education", have been very successful. Beginning September 9, a new regular feature of the Instructional Television.

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overnight broadcast blocks will be the 1:00am MT, Thursday, newscast. It will include news, calendars, announcements of new opportunities, discussion and analysis featuring personalities from the SDE.

**16,000 TOOLBOXES TO TEACHERS**

The first issue of the '99-'00 school year edition of the "Technology Toolbox for Teachers" has been mailed to each public school and College of Education in Idaho. Highlights of the issue include: tips on using television appropriately in the classroom, curriculum links to IdahoPTV programs, related web resources and teacher guides, information on the expanded Instructional TV overnight block feeds, glimpses of special TV programs during the school year, and news on IdahoPTV specials, Dual Enrollment opportunities with broadcast telecourses, etc.

**INSTRUCTIONAL TELEVISION, RESTRUCTURED**

A new agreement between the SDE and IdahoPTV has led to restructuring the Instructional TV overnight block feeds. New programs being offered include foreign languages for elementary students, math for middle school, and professional development resources targeting math, science, technology use, and early reading. Blockfeeds on Wednesday mornings will feature teacher requests. Thursday mornings will include the SDE News, the WHAT'S IN THE NEWS? series for grades 4-8, and other resources for the K-8 classroom. Friday mornings focus on vocational education, HS resources, and professional development resources for teachers. Saturday mornings feature telecourses that are available as Dual Enrollment opportunities, and are offered as General Education Core Courses by Boise State University. An expanded guide to the overnight resources will be available at the [idahoptv.org](http://idahoptv.org) web-site.

**3-TOWN HALL MEETING SCHEDULED**

Input from citizens in Northern Idaho regarding proposed changes to PERSI is being sought during a 3-Town Hall meeting to be hosted by Rep. Tom Trail and Sen. Joe Stegner. Coeur d'Alene, Lewiston, and Moscow citizens will meet in a three-site videoconference on October 9 to share their ideas with the legislators. The meeting facilities are a collaboration between IdahoPTV, LCSC, and NIC, linked by the IdahoPTV microwave system.

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PRODUCTION UPDATE....

"Outdoor Idaho"

Upcoming shows:

"The CCC in Idaho" -- we highlight the accomplishments of the boys from the C's.

"The Best of Outdoor Idaho" (three versions: 56:46; 45:00; 26:46) some of the best stories about the people and places that make Idaho special.

"A Yellow Pine Adventure" we explore the history of this old mining town, along with some nearby outdoor adventures. And we stop by to visit the Harmonica Contest.

"Nations Among Us" we examine the role that Native Americans are taking in natural resource issues, like salmon and wolf recovery.

"Idaho by Train" -- Trains played a major role in the development of Idaho and continue to provide a romantic connection.

"Idaho, an Aerial Tapestry"- One Hour, with helicopter footage shot this summer

Coming this fall...

"One could spend a lifetime searching for a single image that is Idaho... only to realize, happily, that the allure of this place lies precisely in its dazzling diversity of altitudes and attitudes. This brilliant tapestry is woven from sturdy stuff, compelling in its geologic difference, unforgiving in its allure...

For those intent upon understanding this region, then, a note of caution: beware of sudden geographical mood swings." (from "Tease")

Coping With Mental Illness

We are contracting with the Dept of Health and Welfare to produce an hour long documentary on mental illness. We will examine the entire field of mental illness as we profile several individuals who are successfully coping in today's society, after being diagnosed as mentally ill. The Department also wants a Teacher's Guide, several Public Service Announcements, and a 12-15 minute videopiece that they can show at various speaking functions. (The contract should be signed in early September. The hour long program is to be completed within a year's time.)

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American Institute of Architects

Last week we successfully completed a 5 minute promotional spot for the Idaho chapter of the AIA. The promo is designed to attract architects from around the world to a conference in Sun Valley in September of 2000. Entitled "Summit 2000: The Spirit of Architecture," the conference will bring a handful of internationally recognized architects to discuss the future of architecture in the new century.

Frank Gehry (architect for Bilbao-Guggenheim and Getty Museum in Los Angeles) has confirmed. We were able to convince Charlie Rose to headline a discussion on the future of architecture; he will also produce a television program while he is here.

Dialogue

Our public affairs program, "Dialogue," took no hiatus this summer. Instead, we produced new programs each week, including the following this past month:

"Logging in National Forests," with John Foard, Boise County Commissioner and Don Smith, from the Alliance for the Wild Rockies;

"The Economic Impact of Breaching the Dams" with Frank Carroll of Lewiston;

"Minimum Wage for Farm Workers" with Rep Tom Trail, Rep Bert Stevenson, Humberto Fuentes Idaho Migrant Council, and Dennis Tanikuni, Idaho Farm Bureau;

"The Air Force Training Range," with Colonel Billy Richey, Air Force, and Craig Gehrke, Wilderness Society.

Upcoming shows include the hour long "It's Elementary" with four guests on September 9.

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA**2.1 Appointment****2.12 Academic/Instructional**

Bow, K. - IT Info Systems Tech.

FTE/Term: 1.0/12 Months  
Proposed Annual Salary: \$28,080  
Effective Date: June 13, 1999  
Department/Funding: Administration/Fiscal Year

Houser, T. - Instructor

FTE/Term: 1.0/12 Months  
Proposed Annual Salary: \$27,840  
Effective Date: August 16, 1999  
Department/Funding: Residential/Fiscal Year

Mason, P. - Instructor

FTE/Term: 1.0/12 Months  
Proposed Annual Salary: \$28,192  
Effective Date: August 16, 1999  
Department/Funding: Residential/Fiscal

Nelson, M. - Instructor

FTE/Term: 1.0/12 Months  
Proposed Annual Salary: \$24,832  
Effective Date: August 16, 1999  
Department/Funding: Residential/Fiscal

Petrowsky, E. - Instructor

FTE/Term: 1.0/12 Months  
Proposed Annual Salary: \$26,473  
Effective Date: August 16, 1999  
Department/Funding: Residential/Fiscal

Weekes, Audrey - Instructor

FTE/Term: 1.0/12 Months  
Proposed Annual Salary: \$27,430  
Effective Date: August 16, 1999  
Department/Funding: Regional/Fiscal



**PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA**

**2.1 Appointments**

**2.13 Other**

Wendy Duttonhoeffer — Regional Adult Learning Center Coordinator

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$23,000

Effective Date: July 15, 1999

Department/Funding Adult Basic Education/Fiscal Year, State Funds

Melody Marler — Public Relations Officer

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$35,000

Effective Date: August 19, 1999

Department/Funding Administration/Fiscal Year, State Funds

**2.14 Technical College**

Doug Atwood — Computer Networking Technologies Instructor

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$38,000

Effective Date: July 1, 1999

Department/Funding Business, Office, & Technology/Fiscal Year, Grant

Melody K. Brown — Legal Technologies Instructor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$35,000

Effective Date: August 19, 1999

Department/Funding Business, Office, & Technology/Fiscal Year, State Funds

Christian Godfrey — Office Technology Instructor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$27,000

Effective Date: August 19, 1999

Department/Funding Business, Office, & Technology/Fiscal Year, State Funds

John S. "Jack" Hilby — Electronics Instructor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$32,000

Effective Date: August 19, 1999

Department/Funding Business, Office, & Technology/Fiscal Year, State Funds

Sean P. Levesque — Computer Networking Technologies Instructor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$30,000

Effective Date: August 19, 1999

Department/Funding Business, Office, & Technology/Fiscal Year, State Funds

Kathleen Nelson — Health Care Technologies Division Manager/Instructor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$39,000

Effective Date: August 19, 1999

Department/Funding Health Care Technologies/Fiscal Year, State Funds

Paul Schvaneveldt — General Education Instructor

FTE/Term: 1.0/9 Months

Proposed Annual Salary: \$32,000

Effective Date: August 19, 1999

Department/Funding General Education/Fiscal Year, State Funds

Richard Winn — Environmental Safety & Health Instructor

FTE/Term: 1.0/12 Months

Proposed Annual Salary: \$33,000

Effective Date: June 27, 1999

Department/Funding Environmental Safety & Health/Fiscal Year, Grant

**PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA**

**2.1 Appointments**

**2.11 Administrative**

Mamdouh Allam–Technical Support Specialist

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$37,814

Effective Date: July 12, 1999

Department/Funding: Information Technology/Fiscal, Appropriated Funds

Bradley Arendt–Business Manager

FTE/Term: 1.0/9 month

Proposed Salary: \$24,008

Effective Date: June 1, 1999

Department/Funding: Arbiter/9 month, Local Funds

Paul Bentley–Trainer

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$45,011

Effective Date: June 26, 1999

Department/Funding: Center for Management Development/Fiscal, Local Funds

Brian Bolt–Network Administrator

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$30,264

Effective Date: June 26, 1999

Department/Funding: Information Technology/Fiscal, Local Funds

Evelyn Cairns–Elementary Education Coordinator of Field Experiences

FTE/Term: 1.0/10 month

Proposed Annual Salary: \$43,347

Effective Date: August 1, 1999

Department/Funding: Elementary Education and Specialized Studies/10 month, Appropriated Funds

Melody Claar–Lead Teacher

FTE/Term: 1.0/37 week

Proposed Salary: \$15,787

Effective Date: August 16, 1999

Department/Funding: Children's Center/37 week, Local Funds

Cindy Cook–Senior Internal Auditor

FTE/Term: 1.0/12 month

Proposed Salary: \$42,016

Effective Date: July 26, 1999

Department/Funding: Internal Audit/Fiscal, Appropriated Funds

Steven D. Ehle–Assistant IT Resource Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,000

Effective Date: June 1, 1999

Department/Funding: College of Business and Economics/Fiscal, Appropriated Funds

Holly Fry–Business Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$40,000

Effective Date: August 2, 1999

Department/Funding: Bookstore/Fiscal, Local Funds

Inmaculada Garcia–Teacher

FTE/Term: .5/9 month

Proposed Annual Salary: \$10,587

Effective Date: August 16, 1999

Department/Funding: High School Equivalency Program/Academic, Grant Funds

Georgia Girvan–Director

FTE/Term: .8/12 month

Proposed Annual Salary: \$24,163

Effective Date: August 16, 1999

Department/Funding: RADAR/Fiscal, Grant Funds

James Girvan–Associate Dean and Professor

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$78,500

Effective Date: July 25, 1999

Department/Funding: College of Health Sciences/Fiscal, Appropriated Funds

Joyce Grimes–Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$65,000

Effective Date: August 16, 1999

Department/Funding: Campus Recreation/Fiscal, Local Funds

Nikki Hampton–Supply and Computer Buyer

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$30,264

Effective Date: June 8, 1999

Department/Funding: Bookstore/Fiscal, Local Funds

Vic Hosford–Project Manager

FTE/Term: .6/6 month

Proposed Annual Salary: \$45,000

Effective Date: July 11, 1999

Department/Funding: Finance and Administration/6 month, Appropriated Funds

Gina Huntsinger–Accountant/Financial Analyst

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,000

Effective Date: June 1, 1999

Department/Funding: Select-a-Seat/Fiscal, Local Funds

Heather Kimmel--Conference Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$30,264

Effective Date: May 17, 1999

Department/Funding: President/Fiscal, Local Funds

Dan Kolsky–IT Information Systems Technical, Sr.

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$30,264

Effective Date: August 23, 1999

Department/Funding: Art/Fiscal, Appropriated Funds

Douglas Lakes–Technical Services Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,500

Effective Date: July 23, 1999

Department/Funding: Student Union Building/Fiscal, Local Funds



**Carrie Moody–Program Manager**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$30,264

Effective Date: July 12, 1999

Department/Funding: Center for Management Development/Fiscal, Local Funds

**Dana Nadarski–Marketing Manager**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$37,000

Effective Date: August 12, 1999

Department/Funding: Student Union/Fiscal, Local Funds

**Esther Neely–Executive Producer–SummerFest and Gene Harris Jazz Festival**

FTE/Term: .5/12 month

Proposed Annual Salary: \$25,002

Effective Date: July 1, 1999

Department/Funding: President's Office/Fiscal, Local Funds

**Carol Pangburn–Counselor**

FTE/Term: 1.0/10 month

Proposed Salary: \$32,232

Effective Date: June 26, 1999

Department/Funding: Counseling Center/10 month, Appropriated Funds

**Jody St.Clair–Resident Director**

FTE/Term: 1.0/9.5 month

Proposed Annual Salary: \$17,514 plus apartment and food valued at \$5,623

Effective Date: August 2, 1999

Department/Funding: Housing/9.5 month, Local Funds

**Kathryn Sewell–Deputy Director**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$50,000

Effective Date: August 2, 1999

Department/Funding: ID Sm Busn Dev Ctr/FY, Grant 43%; App Funds 32%; Local 25%

**Maureen Sigler–Counselor**

FTE/Term: .5/12 month

Proposed Salary: \$16,505

Effective Date: July 26, 1999

Department/Funding: Financial Aid/12 month, Appropriated Funds

Wendi Story--Student Activities Coordinator

FTE/Term: 1.0/12 month

Proposed Salary: \$30,264

Effective Date: September 1, 1999

Department/Funding: Student Union and Activities/12 month, Local Funds

Todd VanDehey--Evaluation Coordinator/Technology Support

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$32,489

Effective Date: June 28, 1999

Department/Funding: College of Ed/Fiscal, Grant Funds 30%; Appropriated Funds 70%

Janice Walters--Training Manager

FTE/Term: .5/12 month

Proposed Annual Salary: \$15,132

Effective Date: July 25, 1999

Department/Funding: Public Policy and Administration/Fiscal, Grant Funds

Felisa Wood--Developer Analyst

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$37,000

Effective Date: June 14, 1999

Department/Funding: Information Technology/Fiscal, Appropriated Funds

Zachary Young--Technical Support Specialist

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$37,500

Effective Date: July 13, 1999

Department/Funding: Information Technology/Fiscal, Appropriated Funds

## 2.12 Academic/Instructional

Paul Bahnson--Associate Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$74,500

Effective Date: August 16, 1999

Department/Funding: Accountancy/Academic, Appropriated Funds



Bonnie Barr–Instructor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$39,520

Effective Date: August 16, 1999

Department/Funding: Nursing/Academic, Appropriated Funds

David Bourff–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,006

Effective Date: August 16, 1999

Department/Funding: Marketing and Finance/Academic, Appropriated Funds

Mark Buchanan–Associate Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$58,011

Effective Date: August 16, 1999

Department/Funding: Management/Academic, Appropriated Funds

Edward J. Chambers–Visiting Scholar

FTE/Term: 1.0/5 month

Proposed Annual Salary: \$35,000

Effective Date: January 11, 2000

Department/Funding: International Business/5 month, Appropriated Funds

Seung Youn Chyung–Visiting Assistant Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$43,014

Effective Date: August 16, 1999

Department/Funding: Instructional and Performance Technology/Academic, Local Funds

Joe Crank–Visiting Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$40,518

Effective Date: August 16, 1999

Department/Funding: Elem Ed and Specialized Studies/Academic, Appropriated Funds

Pamela Decker–Instructor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$36,005

Effective Date: August 16, 1999

Department/Funding: Nursing/Academic, Appropriated Funds

Barbara Ann Duggan–Visiting Instructor

FTE/Term: .5/9 month

Proposed Annual Salary: \$14,477

Effective Date: August 16, 1999

Department/Funding: Communication/Academic, Appropriated Funds

Dave Erickson–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,464

Effective Date: August 16, 1999

Department/Funding: Comp Info Systems & Production Mgmt/AY/, Appropriated Funds

Michael Fulton–Assistant Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,006

Effective Date: August 16, 1999

Department/Funding: Modern Languages/Academic, Appropriated Funds

Elenore Hilvers–Instructor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$37,003

Effective Date: August 16, 1999

Department/Funding: Nursing/Academic, Appropriated Funds

Herbert Hoeger–Visiting Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$38,002

Effective Date: August 16, 1999

Department/Funding: Mathematics and Computer Science/AY, Appropriated Funds

Donald Holley–Visiting Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$49,816

Effective Date: August 16, 1999

Department/Funding: Economics/Academic, Appropriated Funds

Katherine Johnson–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,000

Effective Date: August 16, 1999

Department/Funding: Mathematics and Computer Science/AY, Appropriated Funds

Norris Krueger–Assistant Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$58,011

Effective Date: August 16, 1999

Department/Funding: Management/Academic, Appropriated Funds

Lynn Lubamersky–Visiting Assistant Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$30,014

Effective Date: August 16, 1999

Department/Funding: History/Academic, Appropriated Funds

Rosemary Macy–Instructor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$36,504

Effective Date: August 16, 1999

Department/Funding: Nursing/Academic, Appropriated Funds

Colin Marcoux–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,005

Effective Date: August 16, 1999

Department/Funding: Mathematics and Computer Science/Fiscal, Appropriated Funds

Gordon Reinhart–Assistant Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,506

Effective Date: August 16, 1999

Department/Funding: Theatre Arts/Academic, Appropriated Funds

E. J. Smith–Visiting Professor

FTE/Term: .5/9 month

Proposed Annual Salary: \$22,000

Effective Date: August 16, 1999

Department/Funding: Geosciences/Academic, Appropriated Funds

Elisa Barney Smith—Assistant Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$55,016

Effective Date: August 16, 1999

Department/Funding: Electrical Engineering/Academic, Appropriated Funds

Rieken Venema—Visiting Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$34,009

Effective Date: August 16, 1999

Department/Funding: Mathematics and Computer Science/AY, Appropriated Funds

Keith Ward—Assistant Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$58,011

Effective Date: August 16, 1999

Department/Funding: Management/Academic, Appropriated Funds

## 2.14 Technical College

Mona Bourbonnais—Clinical Faculty

FTE/Term: .5/9 month

Proposed Annual Salary: \$18,002

Effective Date: August 16, 1999

Department/Funding: Selland College of Applied Technology/AY, Vocational Funds

Stanley Brings—Associate Dean and Assistant Professor

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$70,000

Effective Date: July 12, 1999

Department/Funding: Selland College of Applied Technology/Fiscal, Vocational Funds

James Brooks—Interim Instructor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$32,011

Effective Date: August 16, 1999

Department/Funding: Selland College of Applied Technology/AY, Vocational Funds

Darien Hartman–Teacher

FTE/Term: .625/10 month

Proposed Annual Salary: \$16,497

Effective Date: August 2, 1999

Department/Funding: Selland College of Applied Technology/10 month, Local Funds

James Jozwiak–Interim Instructor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$38,002

Effective Date: August 16, 1999

Department/Funding: Selland College of Applied Technology/AY, Vocational Funds

Linda Otto–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,006

Effective Date: August 16, 1999

Department/Funding: Selland College of Applied Technology/AY, Vocational Funds

Glenn Pfautsch–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$38,002

Effective Date: August 16, 1999

Department/Funding: Selland College of Applied Technology/AY, Vocational Funds

Thomas Sarriugarte–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,006

Effective Date: August 16, 1999

Department/Funding: Selland College of Applied Technology/AY, Vocational Funds

**2.2 Reappointments****2.21 Administrative**

Christy Babcock–Retention/Residential Life Counselor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$24,461

Current Annual Salary: \$23,733

Amount & Percent: +\$728/+3.1%

Effective Date: August 16, 1999

Department/Funds: High School Equivalency Program/Academic, Grant Funds

Justification: Reappointment.

Kirk Bates–Research Assistant

FTE/Term: 1.0/10 month

Proposed Annual Salary: \$30,160

Current Annual Salary: \$30,160

Amount & Percent: 0

Effective Date: June 16, 1999

Department/Funds: Raptor Research Center/10 month, Grant Funds

Justification: Reappointment.

Elizabeth Bermensolo–Regional Consultant

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$46,717

Current Annual Salary: \$45,344

Amount & Percent: +\$1,373/+3%

Effective Date: June 26, 1999

Department/Funds: Southwest Regional Special Education/Fiscal, Grant Funds

Justification: Reappointment.

Kelly Brandt–Enrollment Counselor

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$30,264

Current Annual Salary: \$29,695

Amount & Percent: +\$569/+1.9%

Effective Date: June 26, 1999

Department/Funds: Enrollment Services/Fiscal, Appropriated Funds

Justification: Reappointment.

Jennifer Braun Blanco—Educational Specialist

FTE/Term: 1.0/10.5 month

Proposed Annual Salary: \$30,597

Current Annual Salary: \$29,848

Amount & Percent: +\$749/+2.9%

Effective Date: September 1, 1999

Department/Funds: Educational Talent Search/10.5 month, Grant Funds

Justification: Reappointment.

Teresa Bridges—Lead Teacher

FTE/Term: 1.0/34 week

Proposed Annual Salary: \$13,083

Current Annual Salary: \$12,709

Amount & Percent: +\$674/+3%

Effective Date: August 14, 1999

Department/Funds: Children's Center/34 week, Local Funds

Justification: Reappointment

Becky Bunderson—Learning Center Coordinator

FTE/Term: .55/9 month

Proposed Annual Salary: \$14,128

Current Annual Salary: \$13,717

Amount & Percent: +\$411/+3%

Effective Date: August 3, 1999

Department/Funds: Nursing/Academic, Appropriated Funds

Justification: Reappointment.

Kara Burns—Project Assistant

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$31,637

Current Annual Salary: \$31,179

Amount & Percent: +\$458/+1.5%

Effective Date: June 26, 1999

Department/Funds: Project Access/Fiscal, Appropriated Funds

Justification: Reappointment.

**Robin Carter—Regional Consultant**

FTE/Term: .8/10.5 month

Proposed Annual Salary: \$32,400

Current Annual Salary: \$31,450

Amount &amp; Percent: +\$950/+3%

Effective Date: August 1, 1999

Department/Funds: Southwest Regional Special Education/10.5 month, Grant Funds

Justification: Reappointment.

**Janet Davis—Lead Teacher**

FTE/Term: 1.0/34 week

Proposed Annual Salary: \$15,350

Current Annual Salary: \$14,498

Amount &amp; Percent: +\$852/+5.8%

Effective Date: August 16, 1999

Department/Funds: Children's Center/34 week, Local Funds

Justification: Reappointment

**Ben Dicus—Associate Business Consultant**

FTE/Term: .5/12 month

Proposed Annual Salary: \$18,387

Current Annual Salary: \$17,857

Amount &amp; Percent: +\$530/+2.9%

Effective Date: June 26, 1999

Department/Funds: Idaho Small Business Development Center/Fiscal, Grant Funds

Justification: Reappointment.

**Theresa Foster—Coordinator, Idaho Technology Competency Examination**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$36,026

Current Annual Salary: \$31,264

Amount &amp; Percent: +\$4,762/+19%

Effective Date: June 26, 1999

Department/Funds: College of Education/Fiscal, Local Funds

Justification: Reappointment. Additional responsibilities in coordination of examination process and supervision of additional employees.



**Barbara Franek–Safety Consultant**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$43,680

Current Annual Salary: \$42,411

Amount &amp; Percent: +\$1,269/+2.9%

Effective Date: June 26, 1999

Department/Funds: Occup Safety &amp; Health Consultation Program/FY, Grant Funds

Justification: Reappointment

**Arthur Galus–Educational Technology Teacher**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$32,489

Current Annual Salary: \$31,533

Amount &amp; Percent: +\$956/+3%

Effective Date: June 26, 1999

Department/Funds: College of Education/Fiscal, Appropriated Funds

Justification: Reappointment.

**Brent Gilbertson–Teacher/Placement Counselor**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$21,632

Current Annual Salary: \$20,966

Amount &amp; Percent: +\$666/+3.2%

Effective Date: August 16, 1999

Department/Funds: High School Equivalency Program/Academic, Grant Funds

Justification: Reappointment.

**Marcus Gilson–Systems Administrator**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$37,128

Current Annual Salary: \$36,046

Amount &amp; Percent: +\$1,082/+3%

Effective Date: June 26, 1999

Department/Funds: College of Education/Fiscal, Appropriated Funds

Justification: Reappointment

**Alma Gomez-Frith--Retention Counselor**

FTE/Term: .5/9 month

Proposed Annual Salary: \$11,845

Current Annual Salary: \$11,606

Amount &amp; Percent: +\$ 239/+2%

Effective Date: August 16, 1999

Department/Funds: College Assistance Migrant Program/Academic, Grant Funds

Justification: Reappointment.

**Joyce Gray--Lead Teacher**

FTE/Term: 1.0/44 week

Proposed Annual Salary: \$17,992

Current Annual Salary: \$16,682

Amount &amp; Percent: +\$501/+3%

Effective Date: August 2, 1999

Department/Funds: Children's Center/44 week, Local Funds

Justification: Reappointment

**Gypsy Hall--Associate Director**

FTE/Term: 1.0/11 month

Proposed Annual Salary: \$33,342

Current Annual Salary: \$32,677

Amount &amp; Percent: +\$665/+2%

Effective Date: August 1, 1999

Department/Funds: College Assistance Migrant Program/11 month, Grant Funds

Justification: Reappointment.

**William Hart--Systems Analyst**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$45,864

Current Annual Salary: \$44,533

Amount &amp; Percent: +\$1,331/+3%

Effective Date: June 26, 1999

Department/Funds: Project Access/Fiscal, Appropriated Funds

Justification: Reappointment.

**Kathleen Hoff–Master Teacher**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$48,276

Current Annual Salary: \$42,016

Amount &amp; Percent: +\$6,260/+14.9%

Effective Date: June 26, 1999

Department/Funds: Center for Economic Education/Fiscal, Grant Funds

Justification: Reappointment. \$5,000 overload for this year for additional assignments as Technology in the Classroom Director which begins with a residency program on July 6.

**Christina Holmquist–Lead Teacher**

FTE/Term: 1.0/44 week

Proposed Annual Salary: \$19,364

Current Annual Salary: \$18,491

Amount &amp; Percent: +\$873/+4.7%

Effective Date: August 2, 1999

Department/Funds: Children's Center/44 week, Local Funds

Justification: Reappointment

**Sue Huizinga–Project Director**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$48,984

Current Annual Salary: \$47,550

Amount &amp; Percent: +\$1,434/+3%

Effective Date: June 26, 1999

Department/Funds: Upward Bound/Fiscal, Appropriated Funds

Justification: Reappointment.

**Stephanie Hunt–Program Coordinator**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$33,259

Current Annual Salary: \$30,784

Amount &amp; Percent: +\$2,475/+8%

Effective Date: June 27, 1999

Department/Funds: International Busn/FY, Grant Funds 50%; Approp Funds 50%

Justification: Reappointment

Christine Hurst–Interim Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$87,568

Current Annual Salary: \$85,010

Amount & Percent: +\$2,558/+3%

Effective Date: June 27, 1999

Department/Funds: Information Technology/Fiscal, Appropriated Funds

Justification: Reappointment until position filled permanently

Fabiola Juarez-Coca–Internship Coordinator

FTE/Term: .5/12 month

Proposed Annual Salary: \$17,056

Current Annual Salary: \$16,567

Amount & Percent: +\$489/+3%

Effective Date: June 26, 1999

Department/Funds: Career Center/Fiscal, Appropriated Funds

Justification: Reappointment.

Deborah Kling–Administrative Project Coordinator

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$31,171

Current Annual Salary: \$30,264

Amount & Percent: +\$908/+3%

Effective Date: June 26, 1999

Department/Funds: Pavilion/Fiscal, Local Funds

Justification: Reappointment

Burton Knudson–Technology Consultant

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$46,350

Current Annual Salary: \$45,906

Amount & Percent: +\$446/+1%

Effective Date: June 26, 1999

Department/Funds: Idaho Small Business Development Center/Fiscal, Grant Funds

Justification: Reappointment

Patricia A. Lachiondo–Dual Enrollment Coordinator

FTE/Term: 1.0/11 month

Proposed Annual Salary: \$31,179

Current Annual Salary: \$30,270

Amount & Percent: +\$909/+2.1%

Effective Date: August 1, 1999

Department/Funds: Continuing Education/11 month, Appropriated Funds

Justification: Reappointment.

Sonia Leatham–Developer Analyst

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,527

Current Annual Salary: \$34,507

Amount & Percent: +\$1,020/+3%

Effective Date: June 26, 1999

Department/Funds: Information Technology/Fiscal, Appropriated Funds

Justification: Reappointment

Janel Lunstrum–Writing Coordinator

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,650

Current Annual Salary: \$23,171

Amount & Percent: +\$479/+2%

Effective Date: August 16, 1999

Department/Funds: College Assistance Migrant Program/Academic, Grant Funds

Justification: Reappointment.

Marguerite Mason–Director of Research and Training

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$44,304

Current Annual Salary: \$42,016

Amount & Percent: +\$2,288/+5.5%

Effective Date: June 26, 1999

Department/Funds: Idaho Small Business Development Center/Fiscal, Grant Funds

Justification: Reappointment

David Monroe—Assistant Systems Administrator

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$33,010

Current Annual Salary: \$30,014

Amount & Percent: +\$2,996/+10%

Effective Date: August 1, 1999

Department/Funds: College of Education/Fiscal, Local Funds

Justification: Reappointment— IT position.

Geraldine Moore—Reading/Writing Teacher

FTE/Term: .5/9 month

Proposed Annual Salary: \$10,628

Current Annual Salary: \$10,317

Amount & Percent: +\$311/+3%

Effective Date: August 16, 1999

Department/Funds: High School Equivalency Program/Academic, Grant Funds

Justification: Reappointment.

Molly O'Shea—ESL Coordinator

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$43,222

Current Annual Salary: \$42,016

Amount & Percent: +\$1,206/+2.9%

Effective Date: August 21, 1999

Department/Funds: Continuing Education/Fiscal, Grant Funds 35%; Local Funds 65%

Justification: Reappointment.

Virginia Potts—Lead Teacher

FTE/Term: 1.0/34 week

Proposed Annual Salary: \$12,978

Current Annual Salary: \$12,605

Amount & Percent: +\$373/+3%

Effective Date: August 16, 1999

Department/Funds: Children's Center/34 week, Local Funds

Justification: Reappointment

Richard Ross–Estimator/Planner/Inspector

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,360

Current Annual Salary: \$34,320

Amount & Percent: +\$1,040/+3%

Effective Date: June 26, 1999

Department/Funds: Physical Plant/Fiscal, Appropriated Funds

Justification: Reappointment

Dean Schurger–Health Consultant

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$46,883

Current Annual Salary: \$45,510

Amount & Percent: +\$1,373/+3%

Effective Date: June 26, 1999

Department/Funds: Occup Safety & Health Consultation Program/FY, Grant Funds

Justification: Reappointment

Robert Shepard–Region III Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$51,064

Current Annual Salary: \$49,566

Amount & Percent: +\$1,498/+3%

Effective Date: June 26, 1999

Department/Funds: Idaho Small Business Development Center/Fiscal, Grant Funds

Justification: Reappointment

Tia Short–Educational Talent Search

FTE/Term: 1.0/10.75 month

Proposed Annual Salary: \$32,032

Current Annual Salary: \$31,096

Amount & Percent: +\$936/+3.4%

Effective Date: September 1, 1999

Department/Funds: Educational Talent Search/10.75 month, Grant Funds

Justification: Reappointment.

Ruth E. Stewart–Human Performance/Workforce Specialist

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$47,008

Current Annual Salary: \$42,016

Amount & Percent: +\$4,992/+11.9%

Effective Date: June 26, 1999

Department/Funds: TechHelp/Fiscal, Grant Funds

Justification: Reappointment. Additional responsibilities of training and guiding field staff within the State of Idaho as well as participation at the national level designing advanced consulting courses for the National Manufacturing Extension Partnership.

Amber Stigile–Lead Teacher

FTE/Term: 1.0/34 week

Proposed Annual Salary: \$14,435

Current Annual Salary: \$14,019

Amount & Percent: +\$426/+3%

Effective Date: August 16, 1999

Department/Funds: Children's Center/34 week, Local Funds

Justification: Reappointment.

Janet Summers–Employee Development Specialist

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,484

Current Annual Salary: \$33,280

Amount & Percent: +\$2,204/+6.6%

Effective Date: June 26, 1999

Department/Funds: Training and Development/Fiscal, Appropriated Funds

Justification: Reappointment.

Tyson Taylor–GIS Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$47,486

Current Annual Salary: \$45,011

Amount & Percent: +\$2,475/+5.5%

Effective Date: June 27, 1999

Department/Funds: Geosciences/Fiscal, Grant Funds 59%; Appropriated Funds 41%

Justification: Reappointment



Gary Thompson—Executive Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$65,000

Current Annual Salary: \$60,008

Amount & Percent: +\$4,992/+8.3%

Effective Date: June 26, 1999

Department/Funds: Idaho Small Business Development Center/Fiscal, Grant Funds

Justification: Reappointment

Clark Torell—Technology Teacher

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$32,490

Current Annual Salary: \$31,533

Amount & Percent: +\$957/+3%

Effective Date: June 27, 1999

Department/Funds: College of Education/Fiscal, Appropriated Funds

Justification: Reappointment.

Jose Villalobos—Retention Counselor/Followup Counselor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,857

Current Annual Salary: \$23,379

Amount & Percent: +\$478/+2%

Effective Date: August 16, 1999

Department/Funds: College Assistance Migrant Program/Academic, Grant Funds

Justification: Reappointment

David Lee Walton—Safety Consultant

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$43,680

Current Annual Salary: \$42,411

Amount & Percent: +\$1,269/+3%

Effective Date: June 26, 1999

Department/Funds: Occupation Safety & Health Consultation/Fiscal, Grant Funds

Justification: Reappointment

**Jason Watt–System Manager**

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$47,649  
Current Annual Salary: \$45,000  
Amount & Percent: +\$2,649/+5.9%  
Effective Date: June 26, 1999  
Department/Funds: Geosciences/Fiscal, Appropriated Funds  
Justification: Reappointment

**Kerri Whitehead–Technology Teacher**

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$32,489  
Current Annual Salary: \$31,490  
Amount & Percent: +\$999/+3%  
Effective Date: June 26, 1999  
Department/Funds: College of Education/Fiscal, Appropriated Funds  
Justification: Reappointment.

**Sarita Whitmire–Research Assistant**

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$21,507  
Current Annual Salary: \$20,010  
Amount & Percent: +\$1,497/+7.5%  
Effective Date: August 25, 1999  
Department/Funds: Center for School Improvement/12 month, Grant Funds  
Justification: Reappointment

**Heidi Wood–Lead Teacher**

FTE/Term: 1.0/34 week  
Proposed Annual Salary: \$12,980  
Current Annual Salary: \$12,605  
Amount & Percent: +\$375/+3%  
Effective Date: August 16, 1999  
Department/Funds: Children's Center/34 week, Local Funds  
Justification: Reappointment

## 2.22 Academic/Instructional

## Juan Amigo—Adjunct Faculty

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,400

Current Annual Salary: \$22,714

Amount &amp; Percent: +\$686/+3%

Effective Date: August 16, 1999

Department/Funds: Modern Languages/Academic, Appropriated Funds

Justification: Reappointment

## Robert Barr—Professor

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$68,370

Current Annual Salary: \$66,622

Amount &amp; Percent: +\$1,748/+2.6%

Effective Date: August 16, 1999

Department/Funds: Foundations, Technology and Secondary Education/Academic,  
Appropriated Funds 62%; Grant Funds 38%

Justification: Reappointment

## Fred Christensen—Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$42,494

Current Annual Salary: \$41,309

Amount &amp; Percent: +\$1,185/+2.9%

Effective Date: August 16, 1999

Department/Funds: Accountancy/Academic, Appropriated Funds

Justification: Reappointment

## Jane Crane—Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$27,414

Current Annual Salary: \$26,624

Amount &amp; Percent: +\$790/+3.4%

Effective Date: August 16, 1999

Department/Funds: Mathematics &amp; Computer Science/Academic, Appropriated Funds

Justification: Reappointment

## Michelle Dega–Special Lecturer

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$23,400  
Current Annual Salary: \$22,714  
Amount & Percent: +\$686/+3.4%  
Effective Date: August 16, 1999  
Department/Funds: English/Academic, Appropriated Funds  
Justification: Reappointment

## Nancy Etheridge–Special Lecturer

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$23,400  
Current Annual Salary: \$22,714  
Amount & Percent: +\$686/+3.4%  
Effective Date: August 16, 1999  
Department/Funds: English/Academic, Appropriated Funds  
Justification: Reappointment

## Susan Fry–Special Lecturer

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$33,488  
Current Annual Salary: \$30,493  
Amount & Percent: +\$2,995/+9.8%  
Effective Date: August 16, 1999  
Department/Funds: CIS and Production Management/Academic, Appropriated Funds  
Justification: Reappointment

## Phil Kelly–Visiting Assistant Professor

FTE/Term: 1.0/9 month  
Proposed Annual Salary: \$38,105  
Current Annual Salary: \$37,003  
Amount & Percent: +\$1,102/+3.4%  
Effective Date: August 16, 1999  
Department/Funds: Foundation, Technology and Secondary Ed/AY, Approp Funds  
Justification: Reappointment

**Barbara Kenny—Special Lecturer**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$25,043

Current Annual Salary: \$24,315

Amount &amp; Percent: +\$728/+3.4%

Effective Date: August 16, 1999

Department/Funds: Mathematics &amp; Computer Science/Academic, Appropriated Funds

Justification: Reappointment

**Walter LoFaro—Visiting Professor**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,006

Current Annual Salary: \$34,008

Amount &amp; Percent: +\$998/+2.9%

Effective Date: August 16, 1999

Department/Funds: Mathematics &amp; Computer Science/Academic, Appropriated Funds

Justification: Reappointment

**Richard Lundquist—Special Lecturer**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,400

Current Annual Salary: \$22,714

Amount &amp; Percent: +\$686/+3.4%

Effective Date: August 16, 1999

Department/Funds: English/Academic, Appropriated Funds

Justification: Reappointment

**Neidy Messer—Special Lecturer**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,400

Current Annual Salary: \$22,714

Amount &amp; Percent: +\$686/+3.4%

Effective Date: August 16, 1999

Department/Funds: English/Academic, Appropriated Funds

Justification: Reappointment

**David Murakami–Special Lecturer**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$25,043

Current Annual Salary: \$24,315

Amount &amp; Percent: +\$728/+3.4%

Effective Date: August 16, 1999

Department/Funds: Mathematics &amp; Computer Science/Academic, Appropriated Funds

Justification: Reappointment

**Barbara Pearson–Special Lecturer**

FTE/Term: .5/9 month

Proposed Annual Salary: \$10,514

Current Annual Salary: \$10,223

Amount &amp; Percent: +\$291/+2.9%

Effective Date: August 16, 1999

Department/Funds: Philosophy/Academic, Appropriated Funds

Justification: Reappointment

**Melanie Reese–Visiting Instructor**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,006

Current Annual Salary: \$33,114

Amount &amp; Percent: +\$1,892/+6.1%

Effective Date: August 16, 1999

Department/Funds: Communication/Academic, Appropriated Funds

Justification: Reappointment

**Susan Shannon–Special Lecturer**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$38,813

Current Annual Salary: \$37,752

Amount &amp; Percent: +\$1,061/+2.8%

Effective Date: August 16, 1999

Department/Funds: Accountancy/Academic, Appropriated Funds

Justification: Reappointment

## Barbara Valdez–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,400

Current Annual Salary: \$22,714

Amount &amp; Percent: +\$686/+3.4%

Effective Date: August 16, 1999

Department/Funds: English/Academic, Appropriated Funds

Justification: Reappointment

## Heywood Williams–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$23,400

Current Annual Salary: \$22,714

Amount &amp; Percent: +\$686/+3.4%

Effective Date: August 16, 1999

Department/Funds: English/Academic, Appropriated Funds

Justification: Reappointment

## 2.24 Technical College

## Tori Beauclaire–Counselor

FTE/Term: .8/12 month

Proposed Annual Salary: \$25,759

Current Annual Salary: \$24,840

Amount &amp; Percent: +\$919/+3.2%

Effective Date: June 27, 1999

Department/Funds: Student Support Division/Fiscal, Grant Funds

Justification: Reappointment

## George Dignan–Program Facilitator

FTE/Term: .8/12 month

Proposed Annual Salary: \$38,089

Current Annual Salary: \$36,974

Amount &amp; Percent: +\$2,114/+3%

Effective Date: June 27, 1999

Department/Funds: School to Work/Fiscal, Grant Funds

Justification: Reappointment

Jane Duke—Coordinator, Center for New Direction

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$36,525

Current Annual Salary: \$35,506

Amount & Percent: +\$1,019/+2.9%

Effective Date: June 27, 1999

Department/Funds: Student Support Division/Fiscal, Grant Funds

Justification: Reappointment

Diana Fairchild—Coordinator, Customer Services Unit

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$38,771

Current Annual Salary: \$37,710

Amount & Percent: +\$1,061/+2.8%

Effective Date: June 27, 1999

Department/Funds: Student Support Division/Fiscal, Grant Funds

Justification: Reappointment

Barbara Hawkins—Employee Training Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$39,354

Current Annual Salary: \$38,293

Amount & Percent: +\$1,061/+2.8%

Effective Date: June 27, 1999

Department/Funds: Center for Workforce Training/Fiscal, Grant Funds

Justification: Reappointment

Beverly Hibberd—Teacher

FTE/Term: .8/10 month

Proposed Annual Salary: \$21,373

Current Annual Salary: \$21,131

Amount & Percent: +\$242/+1.2%

Effective Date: June 27, 1999

Department/Funds: Adult Basic Education/Fiscal, Grant Funds

Justification: Reappointment.



**Marie Jacobs—Interim Instructor**

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$32,011

Current Annual Salary: \$27,976

Amount &amp; Percent: +\$4,035/+14.9%

Effective Date: August 16, 1999

Department/Funds: Surgical Technology/Academic, Vocational Funds

Justification: Reappointment. Move from a Special Lecturer status to an official faculty position.

**Sondra Johnson—Teacher**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$31,637

Current Annual Salary: \$30,680

Amount &amp; Percent: +\$957/+3.1%

Effective Date: June 27, 1999

Department/Funds: Center for Workforce Training/Fiscal, Grant Funds

Justification: Reappointment

**Linda Kirmura—Educational Specialist**

FTE/Term: .75/12 month

Proposed Annual Salary: \$23,556

Current Annual Salary: \$22,698

Amount &amp; Percent: +\$858/+3.8%

Effective Date: June 27, 1999

Department/Funds: Student Support Division/Fiscal, Grant Funds

Justification: Reappointment

**Teri Magana—Teacher**

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$29,224

Current Annual Salary: \$28,766

Amount &amp; Percent: +\$458/+1.6%

Effective Date: June 26, 1999

Department/Funds: Adult Basic Education/Fiscal, Grant Funds

Justification: Reappointment.

## Nancy Ness–Tech Prep Coordinator

FTE/Term: 1.0/10 month

Proposed Annual Salary: \$41,101

Current Annual Salary: \$39,915

Amount &amp; Percent: +\$1,286/+3%

Effective Date: August 16, 1999

Department/Funds: Tech Prep/10 month, Grant Funds

Justification: Reappointment

## Jacquolyn Orcutt–Teacher

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$29,224

Current Annual Salary: \$28,787

Amount &amp; Percent: +\$437/+1.5%

Effective Date: June 27, 1999

Department/Funds: Adult Basic Ed/Fiscal, Vocational Funds 30%; Grant Funds 70%

Justification: Reappointment

## Vincent Palagi–Special Lecturer

FTE/Term: 1.0/9 month

Proposed Annual Salary: \$35,942

Current Annual Salary: \$35,006

Amount &amp; Percent: +\$936/+3%

Effective Date: August 16, 1999

Department/Funds: Electronics Technology/Academic, Vocational Funds

Justification: Reappointment

## Neil Parker–Teacher

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$29,224

Current Annual Salary: \$28,766

Amount &amp; Percent: +\$458/+1.6%

Effective Date: June 27, 1999

Department/Funds: Adult Basic Education/Fiscal, Grant Funds

Justification: Reappointment

**Bruce Schultz–Project Facilitator**

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$47,819  
Current Annual Salary: \$46,426  
Amount & Percent: +\$1,393/+3%  
Effective Date: June 27, 1999  
Department/Funds: School to Work/Fiscal, Grant Funds  
Justification: Reappointment

**Veronica Shawcroft–Outreach Coordinator**

FTE/Term: .75/12 month  
Proposed Annual Salary: \$25,006  
Current Annual Salary: \$25,006  
Amount & Percent: 0  
Effective Date: June 27, 1999  
Department/Funds: Wastewater Outreach/Fiscal, Grant Funds  
Justification: Reappointment

**Paula Smith–Educational Specialist**

FTE/Term: .8/12 month  
Proposed Annual Salary: \$26,274  
Current Annual Salary: \$22,698  
Amount & Percent: +\$3,576/+8.5%  
Effective Date: June 27, 1999  
Department/Funds: Student Support Division/Fiscal, Grant Funds  
Justification: Reappointment

**Janelle Stinnette–Teacher**

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$31,970  
Current Annual Salary: \$31,138  
Amount & Percent: +\$832/+2.7%  
Effective Date: June 27, 1999  
Department/Funds: Center for Workforce Training/Fiscal, Grant Funds  
Justification: Reappointment

Fern VanMaren–Teacher

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$29,224

Current Annual Salary: \$28,787

Amount & Percent: +\$437/+1.5%

Effective Date: June 27, 1999

Department/Funds: Basic & Applied Academics/Fiscal, Grant Funds

Justification: Reappointment

Sally Zitelli–Educational Specialist

FTE/Term: .8/12 month

Proposed Annual Salary: \$26,519

Current Annual Salary: \$25,698

Amount & Percent: +\$821/+3.2%

Effective Date: June 27, 1999

Department/Funds: Student Support Division/Fiscal, Grant Funds

Justification: Reappointment.

### **2.3 Reallocation of Position or Changes in Salary, Rank, Title, Duties or Status .**

#### **2.31 Administrative**

Keith Anderson–Educational Specialist

FTE/Term: 1.0/from 10.5 to 10 month

Proposed Annual Salary: \$27,206 (10 month)

Current Annual Salary: \$27,851 (10.5 month)

Amount & Percent: +\$681/+2.6%

Effective Date: September 1, 1999

Department/Funds: Educational Talent Search/10 month, Grant Funds

Justification: Change in months and reappointment.

Julie Bu–Upward Bound Teacher

FTE/Term: 1.0/from 10.5 to 10 month

Proposed Annual Salary: \$29,010 (10 month)

Current Annual Salary: \$29,578 (10.5 month)

Amount & Percent: +\$840/+3%

Effective Date: August 1, 1999

Department/Funds: Upward Bound/10 month, Grant Funds

Justification: Change in months and reappointment.

Pam Clemens—from Account Maintenance Manager to Student Financials Systems Analyst

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$38,917

Current Annual Salary: \$38,917

Amount & Percent: 0

Effective Date: June 27, 1999

Department/Funds: Finance and Administration/Fiscal, Appropriated Funds

Justification: Change of positions within Finance and Administration.

Larry Crookham—from Distance Ed Specialist to Distance Education and Knowledge Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$43,014

Current Annual Salary: \$37,918

Amount & Percent: +\$4,096/+13.4%

Effective Date: June 27, 1999

Department/Funds: Instructional and Performance Technology/Fiscal, Local Funds

Justification: Promotion to manager of program in distance education.

Larry Crookham—from Distance Education and Knowledge Manager to Software Developer

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$46,758

Current Annual Salary: \$43,014

Amount & Percent: +\$3,744/+8.7%

Effective Date: August 9, 1999

Department/Funds: Simplot/Micron Instructional Technology Ctr/FY, Approp Funds

Justification: Change positions within the university from the Distance Education and Knowledge Center, College of Engineering to an IT position in the Simplot/Micron Instructional Technology Center.

Aurelia Esquivel—Upward Bound Teacher

FTE/Term: 1.0/from 10.5 to 11 month

Proposed Annual Salary: \$31,033 (11 month)

Current Annual Salary: \$29,453 (10.5 month)

Amount & Percent: +\$1,580/+5%

Effective Date: August 15, 1999

Department/Funds: Upward Bound/11 month, Grant Funds

Justification: Change in months and reappointment.

**Renee Greene—Educational Specialist**

FTE/Term: 1.0/from 10.5 to 10.75 month  
Proposed Annual Salary: \$27,872 (10.75 month)  
Current Annual Salary: \$26,555 (10.5 month)  
Amount & Percent: +\$684/+2.5%  
Effective Date: September 1, 1999  
Department/Funds: Educational Talent Search/10.75 month, Grant Funds  
Justification: Change in months and reappointment.

**Donna L. Larkin—from Trainer to Manager, Account Maintenance**

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$38,001  
Current Annual Salary: \$35,484  
Amount & Percent: +\$2,516/+7%  
Effective Date: June 27, 1999  
Department/Funds: Finance and Administration/Fiscal, Appropriated Funds  
Justification: Accepted new position within Finance and Administration.

**Eileen Marquardt—Lead Teacher**

FTE/Term: 1.0/from 39 week to 34 week  
Proposed Annual Salary: \$15,184 (34 week)  
Current Annual Salary: \$16,973 (39 week)  
Amount & Percent: +\$438/+3%  
Effective Date: August 14, 1999  
Department/Funds: Children's Center/34 week, Local Funds  
Justification: Reappointment

**Rob Meyer—from Asst Director of Student Activities to Assoc Director of Student Activities**

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$40,518  
Current Annual Salary: \$35,963  
Amount & Percent: +\$4,556/+12.6%  
Effective Date: June 27, 1999  
Department/Funds: Student Union/Fiscal, Local Funds  
Justification: Salary includes raise for FY2000 plus the promotion to a new position in student activities.

Brian Newkirk—from classified position of Management Assistant to professional staff position of Graduate Admissions Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$30,784

Current Annual Salary: \$30,784

Amount & Percent: 0

Effective Date: June 27, 1999

Department/Funds: Graduate College/Fiscal, Appropriated Funds

Justification: Change in status from classified staff to professional staff.

Kimberly Phillips—from Assistant Director to Associate Director of Development

FTE/Term: 1.0 FTE/12 month

Proposed Annual Salary: \$47,133

Current Annual Salary: \$47,133

Amount & Percent: 0

Effective Date: June 27, 1999

Department/Funds: Development/Fiscal, Appropriated Funds

Justification: Title change only.

Nancy Rosenheim—Head of Acquisitions

FTE/Term: Decrease FTE from 1.0 to .6/12 month

Proposed Annual Salary: \$25,496 (.6 FTE)

Current Annual Salary: \$39,458 (1.0 FTE)

Amount & Percent: -\$13,962/-35%

Effective Date: June 27, 1999

Department/Funds: Library/Fiscal, Appropriated Funds

Justification: Change in FTE.

Lori Sampe—Lead Teacher

FTE/Term: 1.0/from 41 week to 42 week

Proposed Annual Salary: \$20,488

Current Annual Salary: \$19,989

Amount & Percent: +\$499/+2%

Effective Date: August 16, 1999

Department/Funds: Children's Center/42 week, Local Funds

Justification: Reappointment.

Kimber Shaw—from Interim Director of Academic Advising Center to Coordinator of Advising and Assistant Director of Orientation

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$39,333

Current Annual Salary: \$36,420

Amount & Percent: +\$2,923/+8%

Effective Date: June 27, 1999

Department/Funds: Gateway/Fiscal, Appropriated Funds

Justification: Promotion to Assistant Director and Coordinator within the Gateway Program.

Donna Vakili—Coordinator of Educational Technology Teachers

FTE/Term: Decrease FTE from 1.0 to .75/12 month

Proposed Annual Salary: \$27,986 (.75 FTE)

Current Annual Salary: \$37,315 (1.0 FTE)

Amount & Percent: -\$9,326/-25%

Effective Date: June 27, 1999

Department/Funds: College of Education/10.75 month, Appropriated Funds

Justification: Change in FTE.

James Wright—Educational Specialist

FTE/Term: 1.0/from 10.5 to 10.75 month

Proposed Annual Salary: \$28,018 (10.75 month)

Current Annual Salary: \$26,555 (10.5 month)

Amount & Percent: +\$1,463/+5%

Effective Date: September 1, 1999

Department/Funds: Educational Talent Search/Fiscal, Grant Funds

Justification: Change in months and reappointment.

## 2.32 Academic/Instructional

Holly Anderson—from Department Chair and Professor to Professor

FTE/Term: 1.0/from 10 month to 9 month

Proposed Annual Salary: \$48,836 (9 month—1999-2000 academic year)

Current Annual Salary: \$55,702 (10 month—1998-99 academic year)

Amount & Percent: -\$6,866/-12%

Effective Date: August 16, 1999

Department/Funds: Foundations, Technology and Secondary Ed/AY, Approp Funds

Justification: Return to teaching. Salary difference: decrease of \$3,000 administrative stipend (forwarded to new department chair); 3% increase on nine-month base salary for FY2000.



Steve Christensen—from Assoc Prof and Dir of Field Experiences to Dept Chair and Assoc Prof

FTE/Term: 1.0/from 12 month to 10 month

Proposed Annual Salary: \$52,624 (10 month—1999-2000 academic year)

Current Annual Salary: \$57,907 (12 month—1998-1999 academic year))

Amount & Percent: +\$4,368/+9%

Effective Date: August 1, 1999

Department/Funds: Foundations, Tech and Secondary Ed/10 month, Approp Funds

Justification: Add'l responsibilities as Dept Chair. Salary difference is \$3,000 admin stipend as Dept Head + raise on base 10-mo salary of 2.8%.

Tom English—from Professor to Department Chair and Professor

FTE/Term: 1.0/from 9 month to 10 month

Proposed Annual Salary: \$86,466 (10 month—1999-2000 academic year)

Current Annual Salary: \$76,440 (9 month—1998-1999 academic year))

Amount & Percent: +\$1,500/+1.8%

Effective Date: August 1, 1999

Department/Funds: Accountancy/10 month, Appropriated Funds

Justification: Additional responsibilities as Department Chair. Salary difference is \$1,500 administrative stipend.

John Freemuth—from Professor to Acting Department Chair and Professor

FTE/Term: 1.0/from 9 month to 9.5 month

Proposed Annual Salary: \$54,395 (9.5 month)

Current Annual Salary: \$50,648 (9 month)

Amount & Percent: +\$3,747/+7%

Effective Date: August 1, 1999

Department/Funds: Political Science/9.5 month, Appropriated Funds

Justification: Add'l responsibilities as Acting Dept Chair for Fall Semester 1999 only. Salary difference is \$750 administrative stipend.

Newell “Sandy” Gough—from Associate Professor to Department Chair and Associate Professor

FTE/Term: 1.0/from 9 month to 10 month

Proposed Annual Salary: \$70,595 (10 month)

Current Annual Salary: \$62,171 (9 month)

Amount & Percent: +\$8,424/+14%

Effective Date: August 1, 1999

Department/Funds: Management/10 month, Appropriated Funds

Justification: Additional responsibilities as Department Chair. Salary difference is \$1,500 administrative stipend as department head.

Susan Hudson–Special Lecturer

FTE/Term: Decrease FTE from 1.0 to .75/9 month  
Proposed Annual Salary: \$17,550 (.75 FTE)  
Current Annual Salary: \$22,048 (1.0 FTE)  
Amount & Percent: -\$4,498/-20%  
Effective Date: August 16, 1999  
Department/Funds: English/Academic, Appropriated Funds  
Justification: Change in FTE and salary increase for FY2000.

David Koeppen–from Department Chair and Professor to Professor

FTE/Term: 1.0/from 10 month to 9 month  
Proposed Annual Salary: \$76,814 (9 month)  
Current Annual Salary: \$86,861 (10 month)  
Amount & Percent: -\$10,047/-12%  
Effective Date: August 1, 1999  
Department/Funds: Accountancy/Academic, Appropriated Funds  
Justification: Return to teaching. Salary difference is \$1,500 administrative stipend as department chair.

Robert Marsh–from Department Chair and Associate Professor to Associate Professor

FTE/Term: 1.0/from 10 month to 9.5 month  
Proposed Annual Salary: \$51,649 (9.5 month)  
Current Annual Salary: \$55,078 (10 month)  
Amount & Percent: -\$3,429/-6%  
Effective Date: August 1, 1999  
Department/Funds: Criminal Justice Administration/9.5 month, Appropriated Funds  
Justification: Chair responsibilities only for Fall 1999. Returning to full-time teaching beginning Spring 2000. Salary difference is \$750 administrative stipend.

W. David Patton–from Associate Professor to Acting Department Chair and Associate Professor

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$56,348  
Current Annual Salary: \$55,598  
Amount & Percent: +\$750/+2%  
Effective Date: January 10, 2000  
Department/Funds: Public Policy and Administration/Fiscal, Appropriated Funds  
Justification: Add'l responsibilities as Acting Dept Chair for Spring 2000. Salary difference is \$750 administrative stipend as dept head.

Mary Stohr—from Associate Professor to Department Chair and Associate Professor

FTE/Term: 1.0/from 9 month to 9.5 month

Proposed Annual Salary: \$50,918 (9.5 month)

Current Annual Salary: \$47,528 (9 month)

Amount & Percent: +\$3,390/+7%

Effective Date: January 10, 2000

Department/Funds: Criminal Justice Administration/9.5 month, Appropriated Funds

Justification: Add'l responsibilities as Dept Chair beginning in Spring 2000. Salary difference is \$750 admin stipend as department head.

## 2.34 Technical College

Jennifer Harper—from Distance Learning Coordinator to Assistant Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$37,564

Current Annual Salary: \$31,200

Amount & Percent: +\$6,364/+12.2%

Effective Date: June 1, 1999

Department/Funds: Distance Learning Network/Fiscal, Vocational Funds

Justification: Promotion to Assistant Director with additional responsibilities.

Vera McCrink—from Senior Instructor to Division Manager/Senior Instructor

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$42,411

Current Annual Salary: \$38,542

Amount & Percent: +\$3,869/+10%

Effective Date: August 1, 1999

Department/Funds: Health and Services Division/Fiscal, Vocational Funds

Justification: Promotion to Division Manager.

Olga Salinas—from Program Manager to Educational Specialist

FTE/Term: .6/12 month

Proposed Annual Salary: \$20,205

Current Annual Salary: \$19,431

Amount & Percent: +\$774/+3.9%

Effective Date: June 27, 1999

Department/Funds: Student Support Division/Fiscal, Grant Funds

Justification: Change in title and salary increase for FY2000.

Barbara Smith—Teacher

FTE/Term: Decrease FTE from .875 to .8/12 month  
 Proposed Annual Salary: \$25,043 (.8 FTE for 1999-2000)  
 Current Annual Salary: \$26,991 (.875 FTE for 1998-1999)  
 Amount & Percent: -\$1,948/-7%  
 Effective Date: June 27, 1999  
 Department/Funds: Adult Basic Education/Fiscal, Vocational Funds  
 Justification: Change in FTE and salary increase for FY2000.

Deborah Teater—Counselor

FTE/Term: Decrease FTE from .9 to .8/12 month  
 Proposed Annual Salary: \$25,758 (.8 FTE—1999-2000 academic year)  
 Current Annual Salary: \$28,080 (.9 FTE—1998-99 academic year)  
 Amount & Percent: -\$2,322/-8%  
 Effective Date: June 27, 1999  
 Department/Funds: Student Support Division/Fiscal, Grant Funds  
 Justification: Change in FTE and salary increase for FY2000.

## 2.6 Request for New Position

### 2.61 Administrative

Title: Accountant  
 Type: Professional  
 FTE/Term: 1.0/12 Months  
 Annual Salary: \$30,264 (plus benefits \$8,474)  
 Effective Date: 9/1/99  
 Department/Funds: Administrative Accounting/Appropriated Funds  
 Duties/Responsibilities: Determines if expenditures are in compliance with federal, state and sponsoring guidelines and award specifications. Authorizes budget transfers and reconciles grant accounts. Establish New Position; Classified position PCN0032 will be deleted; no change in University FTE.

Title: Student Financial System Analyst  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$38,917 (plus benefits \$10,897)  
Effective Date: 9/1/99  
Department/Funds: Finance and Administration/Appropriated Funds  
Duties/Responsibilities: Oversees student financial software functionality including troubleshooting software problems and monitoring technical support requests. Position assists Controller with system reconciliation, reporting needs, and misc data control tasks.

Title: Manager, Sponsored Project Accounting  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$42,000 (plus benefits \$11,760)  
Effective Date: 9/1/99  
Department/Funds: Administrative Accounting/Appropriated Funds  
Duties/Responsibilities: Manage accounting and reporting activities for annual grants and contracts. Responsible for coordinating administrative functions and accounting for all restricted funds post award activities. Primary representative to sponsoring agencies and Office of Research Administration on campus. Classified position PCN0094 will be deleted; no change in University FTE.

Title: Grants Accountant  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$30,264 (plus benefits \$8,474)  
Effective Date: 9/1/99  
Department/Funds: College of Arts and Sciences/Appropriated Funds  
Duties/Responsibilities: Responsible for coordinating administrative functions and accounting for restricted funds post award activities. Establish budgets, audit grants, reconciliations, external and internal reporting.

Title: Academic Computer Lab Coordinator  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$31,000 (plus benefits \$8,680)  
Effective Date: 9/1/99  
Department/Funds: Art Department/Appropriated Funds  
Duties/Responsibilities: Configure and maintain twenty-four Macintosh computers in graphic design, digital imaging as well as limited network configuration and maintenance. End user support for approximately twenty-four additional stations in faculty offices. Software and hardware maintenance.

Title: Assistant to the Director/Compliance  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$30,264 (plus benefits \$8,474)  
Effective Date: 9/1/99  
Department/Funds: Intercollegiate Athletics/Local Funds  
Duties/Responsibilities: Assist with compliance duties of the Athletic Department and assist the Dir of Athletics with special projects and student issues.

Title: Training Manager  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$30,264 (plus benefits \$8,474)  
Effective Date: 9/1/99  
Department/Funds: Idaho Small Business Development Center/Local Funds  
Duties/Responsibilities: Manage expanded requirements, duties and responsibilities currently handled by Training Coordinator. Classified position PCN0189 will be deleted; no change in University FTE.

Title: Business Education Connection Manager  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$33,000 (plus benefits \$8,960)  
Effective Date: 9/1/99  
Department/Funds: Applied Technology/Grant Funds  
Duties/Responsibilities: Establish new position. Position established under School to Work Program due to additional funding received.

Title: Business Education Connection Manager  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$33,000 (plus benefits \$8,960)  
Effective Date: 9/1/99  
Department/Funds: Applied Technology/Grant Funds  
Duties/Responsibilities: Establish new position. Position established under School to Work Program due to additional funding received.

Title: Business Education Connection Manager  
Type: Professional  
FTE/Term: 1.0/12 Months  
Annual Salary: \$33,000 (plus benefits \$8,960)  
Effective Date: 9/1/99  
Department/Funds: Applied Technology/Grant Funds  
Duties/Responsibilities: Establish new position. Position established under School to Work Program due to additional funding received.

Title: Reading Center Director  
Type: Professional  
FTE/Term: 1.0/10 Months  
Annual Salary: \$50,000 (plus benefits \$14,500)  
Effective Date: 9/1/99  
Department/Funds: Reading Center/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established under Reading Initiative Program.

Title: Associate Program Developer  
Type: Professional  
FTE/Term: .75/12 Months  
Annual Salary: \$26,551 (plus benefits 7,434)  
Effective Date: 9/1/99  
Department/Funds: Instructional and Performance Technology/Local Funds  
Duties/Responsibilities: Increase FTE (Pay Period Hours) from half to three-quarter time due to increase in number of courses offered, enrollment growth and variety of markets involved in distance education program.

2.62 Academic/Instructional

Title: Teacher  
Type: Academic  
FTE/Term: .5/12 Months  
Annual Salary: \$10,582 (plus benefits \$2,963)  
Effective Date: 9/1/99  
Department/Funds: High School Equivalency Program/Grant Funds  
Duties/Responsibilities: Prepare students for Spanish GED and coordinate individual and/or group tutoring sessions with HEP students.

Title: Assistant Professor, Computer Science  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$52,000 (plus benefits \$15,600)  
Effective Date: 9/1/99  
Department/Funds: Math and Computer Science/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

Title: Associate Professor, Computer Engineering  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$67,500 (plus benefits \$20,252)  
Effective Date: 9/1/99  
Department/Funds: College of Engineering/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

Title: Assistant Professor, Electrical Engineering  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$54,000 (plus benefits \$16,200)  
Effective Date: 9/1/99  
Department/Funds: College of Engineering/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.



Title: Assistant Professor, Computer Engineering  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$54,000 (plus benefits (\$16,200)  
Effective Date: 9/1/99  
Department/Funds: College of Engineering/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

Title: Associate Professor, Engineering Materials  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$67,500 (plus benefits \$20,250)  
Effective Date: 1/1/00  
Department/Funds: College of Engineering/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

Title: Associate Professor, Mechanical Engineering  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$67,500 (plus benefits \$20,250)  
Effective Date: 9/1/00  
Department/Funds: College of Engineering/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

Title: Associate Professor, Civil Engineering  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$67,500 (plus benefits \$20,250)  
Effective Date: 9/1/00  
Department/Funds: College of Engineering/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

Title: Assistant Professor, Computer Information Systems  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$70,000 (plus benefits \$21,000)  
Effective Date: 9/1/00  
Department/Funds: Computer Information Systems and Production Management  
Development/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

Title: Reading Center Faculty  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$40,000 (plus benefits \$11,200)  
Effective Date: 9/1/99  
Department/Funds: Reading Center/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established under Reading Initiative Program.

Title: Assistant Professor, Civil/Electrical/Mechanical Engineering  
Type: Academic  
FTE/Term: 1.0/9 Months  
Annual Salary: \$54,000 (plus benefits \$16,200)  
Effective Date: 9/1/00  
Department/Funds: College of Engineering/Appropriated Funds  
Duties/Responsibilities: Establish new position. Position established per Governor's Initiative on Technology.

## 2.63 Other

Title: Cook, Senior  
Type: Classified  
FTE/Term: 1.0/10 Months  
Annual Salary: \$18,214 (plus benefits \$7,103)  
Effective Date: 9/1/99  
Department/Funds: Children's Center/Local Funds  
Duties/Responsibilities: Increase FTE from nine months to ten months due to increase in services offered.

Title: Office Specialist 2  
Type: Classified  
FTE/Term: .75/9 Months  
Annual Salary: \$10,214 (plus benefits \$3,983)  
Effective Date: 9/1/99  
Department/Funds: College of Arts and Sciences/Appropriated Funds  
Duties/Responsibilities: Answer, route all incoming calls, clerical support, file maintenance, form processing, word processing, project assistance.

Title: Financial Technician  
Type: Classified  
FTE/Term: 1.0/12 Months  
Annual Salary: \$22,818 (plus benefits \$8,899)  
Effective Date: 9/1/99  
Department/Funds: Campus Safety/Local Funds  
Duties/Responsibilities: Prepare financial transactions, correct errors and discrepancies, determine cost allocations; maintain logs, ledgers and journals.

Title: Administrative Assistant 1  
Type: Classified  
FTE/Term: 1.0/12 Months  
Annual Salary: \$20,405 (plus benefits \$7,754)  
Effective Date: 9/1/99  
Department/Funds: Public Policy and Admin/08/31/99, ID Supreme Court 50%, Local Funds 50%  
Duties/Responsibilities: Compose letters, correspondence, and memos. Compile and analyze information to prepare reports. Utilize word processing equipment and/or computers to process documents and records containing technical information and difficult formats. Schedule and coordinate arrangements for meetings and conferences.

**2.8 Athletics (All Personnel Actions and Positions)****2.81 Appointments**

Beth Bindner–Head Women’s Golf Coach

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$27,000

Effective Date: August 16, 1999

Department/Funding: Intercollegiate Athletics/Fiscal, Appropriated Funds

Amy L. Christoffersen–Assistant Track & Field Coach

FTE/Term: .75/12 month

Proposed Annual Salary: \$18,002

Effective Date: June 28, 1999

Department/Funding: Intercollegiate Athletics/Fiscal, Local Funds

Nicole Gamez–Business/Accounting Manager

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$38,000

Effective Date: May 27, 1999

Department/Funding: Intercollegiate Athletics/Fiscal, Local Funds

Janette Penfield–Assistant Volleyball Coach

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$20,000

Effective Date: July 6, 1999

Department/Funding: Intercollegiate Athletics/Fiscal, Local Funds

Jeff Pitman–Head Strength Coach

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$35,006

Effective Date: May 31, 1999

Department/Funding: Intercollegiate Athletics/Fiscal, Local Funds

Doug Reynolds–Assistant Track Coach

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$27,900

Effective Date: August 1, 1999

Department/Funding: Intercollegiate Athletics/Fiscal, Appropriated Funds

LaVaughn Williams—Assistant Men's Basketball Coach

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$25,750

Effective Date: June 21, 1999

Department/Funding: Intercollegiate Athletics/Fiscal, Local Funds

## 2.82 Reappointment

Fred Adolphsen—Director of Planned Giving

FTE/Term: .5/9 month

Proposed Annual Salary: \$5,000

Current Annual Salary: \$5,000

Amount & Percent: 0

Effective Date: July 1, 1999

Department/Funds: Intercollegiate Athletics/Fiscal, Local Funds

Justification: Reappointment.

## 2.84 Changes in Position

Tamara Pascoe—Associate Athletic Trainer

FTE/Term: 1.0FTE/12 month

Proposed Annual Salary: \$35,214

Current Annual Salary: \$32,968

Amount & Percent: +\$2,246/+6.8%

Effective Date: June 27, 1999

Department/Funds: Intercollegiate Athletics/Fiscal, Appropriated Funds

Justification: Adjustment made to counter offer to retain employee.

## 2.85 Additional Compensation

Haney, Larry, Videographer, \$100 for videographer work for NCAA Track and Field Championships June 2-5, 1999.

Johnson, Michael, Head Coach, Track and Field, NCAA track championship rules committee, salary of \$750.

Vaughan, Brad, Official Statistician, \$325 for statistics for 13 men's and women's basketball games.

Summer Camps:

Arnold E. Allemand	Volleyball	\$305
Craig Avery	Women's Basketball	100
Jeff Baker	Men's Basketball	275
Judy Barkley	Gymnastics	250
Richard Bauscher	Women's Basketball	125
Shad Bertsch	Men's Basketball	275
Tina Bird	Gymnastics	500
Gregg Boughton	Football	400
Kevin Cato	Men's Basketball	275
Barry Chapman	Men's Basketball	275
Andrea Durieux	Women's Basketball	1,000
David Dust	Women's Basketball	200
Shae Ellsworth	Women's Basketball	225
Dan Fidler	Football	4,410
George Foster	Volleyball	137
Cori E. Freeman	Volleyball	168
Brent Fulk	Men's Basketball	275
Donny Gardiner	Gymnastics	760
John Gibson	Women's Basketball	125
Fred Goode	Women's Basketball	400
Steve Grebil	Women's Basketball	75
Dan Gutzman	Men's Basketball	275
Brent Guy	Football	4,410
Donnie Hale	Football	500
Yvette Harpe	Women's Basketball	225
Dan Hawkins	Football	4,410
Mark Helfrich	Football	6,615
Jason Holkup	Men's Basketball	630
Dale Holste	Football	500
Bob Hyde	Women's Basketball	225
Stephen Imbriani	Gymnastics	735
Darryl Jackson	Football	4,410
Mark Johnson	Football	6,615
Amber Jensen	Women's Basketball	25
Joe Kearns	Men's Basketball	275
Melanie Keller	Women's Basketball	500
Perry Kerloot	Women's Basketball	125
Lisa Kihl	Women's Basketball	400
Jenne Kissell	Gymnastics	400

**BOISE STATE UNIVERSITY****September 23-24, 1999**

Dirk Koetter	Football	4,410
Steve Lucas	Soccer	3,200
Charles McMillian	Football	4,410
Tami Miller	Gymnastics	350
Brent Myers	Football	4,410
Tom Nordquist	Football	4,410
Julie Orlowski	Soccer	4,176
Kyle Paulson	Men's Basketball	275
Todd Phillips	Men's Basketball	275
Jeff Pitman	Football	1,500
Quintin Reich	Volleyball	420
Melinda Rice	Volleyball	252
Jamie Rodgers	Women's Basketball	275
Frank Rohm	Track	250
John Rushing	Football	500
Joseph Sanchez	Women's Basketball	225
Yvonne Sandmire	Gymnastics	500
Jon Sharette	Women's Basketball	150
Tory Sheets	Men's Basketball	275
Michelle Skyles	Women's Basketball	225
Heather Sower	Women's Basketball	225
William Steinbach	Gymnastics	500
Deli Stredwick	Soccer	540
Allen Thornsberry	Men's Basketball	415
Chris Torphin	Men's Basketball	275
Dan Tristen	Men's Basketball	275
Trava Wagner	Volleyball	420
Ann Marie Waibel	Women's Basketball	225
Trent Waibel	Women's Basketball	225
King Wayman	Men's Basketball	275
King Wayman	Women's Basketball	225
Stacia Weaver	Women's Basketball	875
Stacia Weaver	Soccer	350
Stacia Weaver	Volleyball	650
Christine Woodall	Gymnastics	580
Chelsea Wornell	Women's Basketball	225
Miren Zabala	Soccer	520

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA

**2.1 Appointments/Reappointments**

2.11 Administrative

Egan, Roger H. - Director

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$54,038.40

Effective Date: September 13, 1999

Department/Funding: Auditing Services/FY/State Funds

2.12 Academic/Instructional

Barclay, Bryan - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,019.20

Effective Date: August 16, 1999

Department/Funding: Mathematics (50%) & Physics (50%)/AY/State Funds

Bishop, Randy L. - Clinical Associate Professor

FTE/Term: 1.0/10 months

Proposed Annual Salary: \$37,502.40

Effective Date: August 16, 1999

Department/Funding: Speech Pathology & Audiology/AY/Grant Funds

Cellucci, Emilie Walter - Visiting Instructor

FTE/Term: .50/9 months

Proposed Annual Salary: \$12,500.80

Effective Date: August 16, 1999

Department/Funding: College of Business/AY/State Funds

Childress, Michael - Research Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,435.20

Effective Date: August 16, 1999

Department/Funding: Biological Sciences/AY/State Funds



Collins, Jill E. - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,417.60

Effective Date: August 16, 1999

Department/Funding: Communication & Theatre/AY/State Funds

Ellis, Michael - Associate Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$59,009.60

Effective Date: August 16, 1999

Department/Funding: Engineering/AY/State Funds

Freudenthal, Jacqueline - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$29,016.00

Effective Date: August 16, 1999

Department/Funding: Dental Hygiene/AY/State Funds

Fenwick, Anjanette - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,435.20

Effective Date: August 16, 1999

Department/Funding: Biological Sciences/AY/State Funds

Goade, Sally - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,435.20

Effective Date: August 16, 1999

Department/Funding: English & Philosophy/AY/State Funds

Hall, Greg - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,456.00

Effective Date: August 16, 1999

Department/Funding: History/AY/State Funds

Hamilton, Gerene - Clinical Associate Professor

FTE/Term: .50/9 months

Proposed Annual Salary: \$12,240.80

Effective Date: August 16, 1999

Department/Funding: Speech Pathology & Audiology/AY/State Funds

Harris, Carmen - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$24,003.20  
Effective Date: August 16, 1999  
Department/Funding: Business/AY/Local Funds

Hays, Wendy - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,518.40  
Effective Date: August 16, 1999  
Department/Funding: Business/AY/State Funds

Holmquist, Kelly - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$23,400.00  
Effective Date: August 16, 1999  
Department/Funding: Foreign Languages/AY/State Funds

Horejsi, Martin - Visiting Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$32,011.20  
Effective Date: August 16, 1999  
Department/Funding: Teacher Education/AY/State Funds

Keeley, Ernest R. - Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$35,006.40  
Effective Date: August 16, 1999  
Department/Funding: Biological Sciences/AY/State Funds

Kress, Randi Lee - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$25,417.60  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds

Miller, Evelyn - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,435.20  
Effective Date: August 16, 1999  
Department/Funding: English & Philosophy/AY/State Funds

Mladenka, Christine - Clinical Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,001.60

Effective Date: August 16, 1999

Department/Funding: Nursing/AY/State Funds

Perkins, Dorothy M. - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,001.60

Effective Date: August 16, 1999

Department/Funding: Teacher Education/AY/State Funds

Reinke, Darrell - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,456.00

Effective Date: August 16, 1999

Department/Funding: History/AY/State Funds

Renn, Nancy L. - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$43,992.00

Effective Date: August 16, 1999

Department/Funding: Nursing/AY/State Funds

Richards, Janalyn - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,417.60

Effective Date: August 16, 1999

Department/Funding: Mathematics/AY/State Funds

Sammons, Dorothy - Instructor/Technology Outreach Coordinator

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$34,507.20

Effective Date: August 16, 1999

Department/Funding: Teacher Education/AY/State Funds

Schroder, Norman E. - Associate Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$40,019.20

Effective Date: August 16, 1999

Department/Funding: Communication & Theatre/AY/State Funds

Smith, Rosemary J. - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$37,003.20

Effective Date: August 16, 1999

Department/Funding: Biological Sciences/AY/State Funds

Sowell, Sharon - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,417.60

Effective Date: August 16, 1999

Department/Funding: Communication & Theatre/AY/State Funds

Swope, Sharon - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$36,254.40

Effective Date: August 16, 1999

Department/Funding: Educational Leadership/AY/State Funds

Tolman, Jennifer - Clinical Instructor

FTE/Term: .50/9 months

Proposed Annual Salary: \$12,407.20

Effective Date: August 16, 1999

Department/Funding: Dental Hygiene/AY/State Funds

VanKirk, Robert W. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,435.20

Effective Date: August 16, 1999

Department/Funding: Mathematics/AY/State Funds

Wilson, Kathleen A. - Instructor/Clinical Supervisor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$28,017.60

Effective Date: August 16, 1999

Department/Funding: Education/AY/Grant Funds

Woodworth-Ney, Laura - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,456.00

Effective Date: August 16, 1999

Department/Funding: History/AY/State Funds

## 2.13 Other

Alston, Nancy - Staff Physician

FTE/Term: .50/12 months

Proposed Annual Salary: \$43,784.00

Effective Date: June 27, 1999

Department/Funding: Student Health Center &amp; Family Medicine/FY/Local Funds

Badten, Jocabed - Patient Health Educator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$32,011.20

Effective Date: July 6, 1999

Department/Funding: Family Medicine/FY/Grant Funds

Bunde, Renee - Postdoctoral Associate

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$30,014.40

Effective Date: August 16, 1999

Department/Funding: Chemistry/AY/State Funds

Davis, Dian - Career Counselor

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$32,011.20

Effective Date: August 2, 1999

Department/Funding: Career Development Center/FY/State Funds

Devaud, Olivier - Assistant to the Dean for Development

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Effective Date: September 7, 1999

Department/Funding: Pharmacy &amp; Development/FY/State &amp; Local Funds (50%/50%).

Ferraro, Dennis - Employer Relations Coordinator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$32,011.20

Effective Date: July 12, 1999

Department/Funding: Career Development Center/FY/State Funds

Filler, Kristin M. - Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$23,504.00

Effective Date: June 27, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Grant Funds

Francis, Damoni Diallo - Minority Advisor/Admissions Counselor

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Effective Date: August 10, 1999

Department/Funding: Enrollment Planning/FY/State Funds

Groom, Lisa E. - Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$25,001.60

Effective Date: June 27, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Grant Funds

Harris, Charles R. - Grant Manager/Instructional Technologist

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Effective Date: July 19, 1999

Department/Funding: Nursing/FY/State Funds

Iverson, Ted J. - Manufacturing Field Engineer

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$49,004.80

Effective Date: June 20, 1999

Department/Funding: Engineering/FY/Grant Funds

Johnson, Julie - Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$23,504.00

Effective Date: June 27, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Grant Funds

Jones, Gary D. - Research Assistant

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$28,017.60

Effective Date: August 16, 1999

Department/Funding: Education/AY/State Funds

Leberknight, Teresa - Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$23,504.00

Effective Date: July 11, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/State Funds

Magdanz, Stephanie B. - Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$23,504.00

Effective Date: June 27, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Local Funds

Mahar, Carol - Assistant to the Dean for Development

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$44,012.80

Effective Date: November 1, 1999

Department/Funding: Business & Development/FY/State Funds

Mainzer, Camille - Athletic Academic Advisor

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$25,792.00

Effective Date: June 27, 1999

Department/Funding: Enrollment Planning/Athletics/FY/State Funds

Mead, Juli - Associate Registrar

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$45,011.20

Effective Date: September 5, 1999

Department/Funding: Registration & Records/FY/State Funds

Olsen, Joan - Staff Interpreter

FTE/Term: .75/12 months

Proposed Annual Salary: \$23,400.00

Effective Date: July 1, 1999

Department/Funding: ADA & Disabilities Resource Center/FY/State Funds

Priddy, Jerry - Software/Hardware Instructional Technologist

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$34,486.40

Effective Date: July 26, 1999

Department/Funding: Media Center/FY/State Funds

Richardson, Dallin C. - Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$25,001.60

Effective Date: June 27, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Grant Funds

Schwellenbach, Dave D. - Accelerator Physicist

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$31,200.00

Effective Date: June 14, 1999

Department/Funding: ID Acc Center/FY/Local & Grant Funds (69.25%/30.75%)

Seikle, Paula - Clinical Psychologist

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$41,600.00

Effective Date: August 16, 1999

Department/Funding: Counseling & Testing Center/AY/Local Funds

Shea, Christopher J. - Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$23,504.00

Effective Date: June 27, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Grant Funds

Wilson, Susan E. - Geriatric Pharmacy Resident

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$23,504.00

Effective Date: August 1, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Grant Funds

2.14 Technical School

Brown, Rosemary H. - Instructor

FTE/Term: 1.0/11 months

Proposed Annual Salary: \$34,652.80

Effective Date: July 6, 1999

Department/Funding: Practical Nursing/FY/State Funds

Budde, Charles J. - Instructor/Coordinator

FTE/Term: 1.0/11 months

Proposed Annual Salary: \$43,596.80

Effective Date: June 27, 1999

Department/Funding: Technical Network Training/FY/Grant Funds



Davis, Rose A. - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$28,704.00

Effective Date: August 16, 1999

Department/Funding: Marketing & Management/AY/State Funds

Georgeson, Jeffrey K. - Instructor

FTE/Term: 1.0/10 months

Proposed Annual Salary: \$32,364.80

Effective Date: June 27, 1999

Department/Funding: Electronics/FY/State Funds

Griffith, Nancy D. - Instructor/Coordinator

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$31,678.40

Effective Date: August 16, 1999

Department/Funding: Child Development/AY/State Funds

Hudman, Douglas Kay - Instructor

FTE/Term: 1.0/11 months

Proposed Annual Salary: \$36,004.80

Effective Date: August 16, 1999

Department/Funding: Electronics/FY/State Funds

Katsilometes, Bessie - Director

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$41,017.60

Effective Date: August 16, 1999

Department/Funding: Center for New Directions/FY/State Funds

Needham, Edward "Skip" - Instructor

FTE/Term: 1.0/11 months

Proposed Annual Salary: \$34,008.00

Effective Date: June 27, 1999

Department/Funding: Culinary Arts/FY/State Funds

Nelson, Andrew - Instructor

FTE/Term: .50/11 months

Proposed Annual Salary: \$20,009.60

Effective Date: July 26, 1999

Department/Funding: Physical Therapist Assistant Program/FY/State Funds

Pratt, Mark B. - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$36,004.80

Effective Date: August 16, 1999

Department/Funding: Farm Business Management/AY/State Funds

Pusl, Gary M. - Instructor

FTE/Term: 1.0/10 months

Proposed Annual Salary: \$32,510.40

Effective Date: August 16, 1999

Department/Funding: Design Drafting/AY/State Funds

Slack, Shane - Instructor

FTE/Term: 1.0/10 months

Proposed Annual Salary: \$33,009.60

Effective Date: August 16, 1999

Department/Funding: Electronics/AY/State Funds

Sunderland, David - Instructor/Coordinator

FTE/Term: 1.0/11 months

Proposed Annual Salary: \$36,753.60

Effective Date: August 2, 1999

Department/Funding: Farm Business Management/FY/State Funds

## **2.2 Reappointments**

### **2.22 Academic/Instructional**

Barringer, Mark - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,456.00

Effective Date: August 16, 1999

Department/Funding: History/AY/State Funds

Rationale: Reappointment

Beer, Don R. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,456.00

Effective Date: August 16, 1999

Department/Funding: Mathematics/AY/State Funds

Rationale: Reappointment

Birdsong, Julie - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$34,507.20

Effective Date: August 16, 1999

Department/Funding: Teacher Education/AY/State Funds

Rationale: Reappointment

Black, Catherine - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,417.60

Effective Date: August 16, 1999

Department/Funding: Biological Sciences/AY/State Funds

Rationale: Reappointment

Broadhead, KayLynn - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,705.60

Effective Date: August 16, 1999

Department/Funding: Communication & Theatre/AY/State Funds

Rationale: Reappointment.

Bunde, Carolyn - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,435.20

Effective Date: August 16, 1999

Department/Funding: Biological Sciences/AY/State Funds

Rationale: Reappointment

Burgess, Joseph - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$29,161.60

Effective Date: August 16, 1999

Department/Funding: English & Philosophy/AY/State Funds

Rationale: Reappointment

Catennaci, Edward - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$18,595.20

Effective Date: August 16, 1999

Department/Funding: English & Philosophy/AY/State Funds

Rationale: Reappointment

Claver, Kevin T. - Research Instructor

FTE/Term: .60/12 months

Proposed Annual Salary: \$24,211.20

Effective Date: June 27, 1999

Department/Funding: Physics/FY/Grant Funds

Rationale: Reappointment

Czerepinski, Jackie N. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$29,993.60

Effective Date: August 16, 1999

Department/Funding: Communication & Theatre/AY/State Funds

Rationale: Reappointment

Donahue, Raymon A. - Adjunct Assistant Professor

FTE/Term: 1.0/5 months

Proposed Annual Salary: \$17,001.60

Effective Date: August 16, 1999

Department/Funding: Biological Sciences/AY/State Funds

Rationale: One semester reappointment of temporary position

Eberle, Corlene - Clinical Assistant Professor

FTE/Term: .50/9 months

Proposed Annual Salary: \$19,801.60

Effective Date: August 16, 1999

Department/Funding: Nursing/AY/State Funds

Rationale: Reappointment

England, Don R. - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,417.60

Effective Date: August 16, 1999

Department/Funding: Mathematics/AY/State Funds

Rationale: Reappointment

Flanigan, Thomas - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$28,288.00

Effective Date: August 16, 1999

Department/Funding: English & Philosophy/AY/State Funds

Rationale: Reappointment

Granzow, Glen D. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$30,014.40  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds  
Rationale: Reappointment

Hansen, Andra - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$26,124.80  
Effective Date: August 16, 1999  
Department/Funding: Communication & Theatre/AY/State Funds  
Rationale: Reappointment

Hansen, Rod - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,435.20  
Effective Date: August 16, 1999  
Department/Funding: Communication & Theatre/AY/State Funds  
Rationale: Reappointment

Heath, David - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$25,625.60  
Effective Date: August 16, 1999  
Department/Funding: Foreign Languages/AY/State Funds  
Rationale: Reappointment

Higgins, Joseph L. - Clinical Instructor/Instructional Technologist

FTE/Term: .50/12 months  
Proposed Annual Salary: \$19,999.20  
Effective Date: June 27, 1999  
Department/Funding: Nursing/FY/Grant Funds  
Rationale: Reappointment

Hoffman, James A. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$30,513.60  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds  
Rationale: Reappointment

Huber, Jay H. - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$26,936.00  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds  
Rationale: Reappointment

Kazakevich, Marina - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$25,396.80  
Effective Date: August 16, 1999  
Department/Funding: Biological Sciences/AY/State Funds  
Rationale: Reappointment

Kelso, Mary Ann - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$26,936.00  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds  
Rationale: Reappointment

Kempson, Diane A. - Assistant Professor/Clinical Resources Coordinator

FTE/Term: .50/12 months  
Proposed Annual Salary: \$25,001.60  
Effective Date: June 27, 1999  
Department/Funding: Nursing/FY/State Funds  
Rationale: Reappointment

Kurtz, Barbara - Visiting Teacher-In-Residence

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$42,889.60  
Effective Date: August 16, 1999  
Department/Funding: Teacher Education/AY/Grant Funds  
Rationale: Reappointment

Laundre, John - Assistant Research Professor

FTE/Term: .70/5 months  
Proposed Annual Salary: \$16,502.20  
Effective Date: May 16, 1999  
Department/Funding: Biological Sciences/AY/Grant Funds  
Rationale: Reappointment

Leek, Leslie - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,705.60  
Effective Date: August 16, 1999  
Department/Funding: Communication & Theatre/AY/State Funds  
Rationale: Reappointment

Li, Wenxin - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,747.20  
Effective Date: August 16, 1999  
Department/Funding: English & Philosophy/AY/State Funds  
Rationale: Reappointment

Marsden, Louis L. - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$25,417.60  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds  
Rationale: Reappointment

Mazaud, Philippe - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$30,014.40  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds  
Rationale: Reappointment

Meade, Constance E. - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$26,145.60  
Effective Date: August 16, 1999  
Department/Funding: Mathematics/AY/State Funds  
Rationale: Reappointment

Moodie, James D. - Adjunct Assistant Professor/Lab Coordinator

FTE/Term: 1.0/10 months  
Proposed Annual Salary: \$33,134.40  
Effective Date: August 16, 1999  
Department/Funding: Biological Sciences/AY/State Funds  
Rationale: Reappointment

Nelson, Janiel - Field Instructor/Field Director

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$22,880.00  
Effective Date: August 16, 1999  
Department/Funding: Education/AY/Local Funds  
Rationale: Reappointment

Norton, Melissa Ann - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$25,625.60  
Effective Date: August 16, 1999  
Department/Funding: English & Philosophy/AY/State Funds  
Rationale: Reappointment

Parker, Allene M. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,747.20  
Effective Date: August 16, 1999  
Department/Funding: English & Philosophy/AY/State Funds  
Rationale: Reappointment

Peppers, Cathy - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,456.00  
Effective Date: August 16, 1999  
Department/Funding: English & Philosophy/AY/State Funds  
Rationale: Reappointment

Person, Folke A. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$27,747.20  
Effective Date: August 16, 1999  
Department/Funding: English & Philosophy/AY/State Funds  
Rationale: Reappointment

Peterson, Leanna - Adjunct Instructor

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$26,124.80  
Effective Date: August 16, 1999  
Department/Funding: Foreign Languages/AY/State Funds  
Rationale: Reappointment



Pfister, Thomas - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,747.20

Effective Date: August 16, 1999

Department/Funding: English & Philosophy

Rationale: Reappointment

Puglisi, Steven F. - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,705.60

Effective Date: August 16, 1999

Department/Funding: Communication & Theatre/AY/State Funds

Rationale: Reappointment

Quayle, Amil - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,747.20

Effective Date: August 16, 1999

Department/Funding: English & Philosophy/AY/State Funds

Rationale: Reappointment

Shein, Debra - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,435.20

Effective Date: August 16, 1999

Department/Funding: English & Philosophy/AY/State Funds

Rationale: Reappointment

Smith, Elaine - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,435.20

Effective Date: August 16, 1999

Department/Funding: English & Philosophy

Rationale: Reappointment

Towsley, Debra - Clinical Associate Professor

FTE/Term: .75/9 months

Proposed Annual Salary: \$24,975.60

Effective Date: August 16, 1999

Department/Funding: Speech Pathology & Audiology/AY/State Funds

Rationale: Reappointment

Valenzuela, Mariana - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,417.60

Effective Date: August 16, 1999

Department/Funding: Foreign Languages/AY/State Funds

Rationale: Reappointment

Waalkes, Mary A. - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,456.00

Effective Date: August 16, 1999

Department/Funding: History/AY/State Funds

Rationale: Reappointment

Walker, Joseph W. - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,625.60

Effective Date: August 16, 1999

Department/Funding: Mathematics/AY/State Funds

Rationale: Reappointment

Warwick, Kym - Visiting Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$32,822.40

Effective Date: August 16, 1999

Department/Funding: Teacher Education/AY/State Funds

Rationale: Reappointment

Wold, David - Adjunct Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$26,416.00

Effective Date: August 16, 1999

Department/Funding: Sociology & Social Work/AY/State & Grant Funds (75%/25%)

Rationale: Reappointment

Yost, Luther L. - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,625.60

Effective Date: August 16, 1999

Department/Funding: Mathematics/AY/State Funds

Rationale: Reappointment

## 2.23 Other

Nickell, Benjamin G. - Computer Systems Administrator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$30,513.60

Effective Date: June 27, 1999

Department/Funding: Mathematics/FY/State Funds

Rationale: Reappointment

**2.3 Changes in Salary, Rank, Title or Duties**

## 2.31 Administrative

Blick, Philip E. - From Interim Assistant Vice President for Financial Services & Director/ Business & Technology Center to Assistant Vice President for Financial Services & Director/Business & Technology Center

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$70,844.80

Current Annual Salary: \$65,000.00

Amount and Percent: +\$5,844.80 (+ 8.99%)

Effective Date: August 8, 1999

Department/Funding: Financial Services (70%) & BTC (30%)/FY/State Funds

Rationale: Permanent promotion following internal search.

Herrman, Leo J. - from Budget Officer to Budget Officer and Assistant Treasurer of Foundations

FTE/Term: 1.0 FTE/12 months

Proposed Annual Salary: \$76,356.80

Current Annual Salary: \$71,344.00

Amount and Percent: +\$5,012.80 (+7.03%)

Effective Date: July 4, 1999

Department/Funding: Financial Services/FY/State

Rationale: Increased duties as Assistant Treasurer of Foundations.

## 2.32 Academic/Instructional

Bain, Barbara A. - from Prof to Prof/Speech Path & Audiology and Faculty Intern/Inst Research

FTE/Term: 1.0 FTE/9 months

Proposed Annual Salary: \$56,097.60

Current Annual Salary: \$56,097.60

Amount and Percent: N/A - no change in salary

Effective Date: August 16, 1999

Department/Funding: Speech Pathology/Audiology (65.5%) & Institutional Research  
(34.5%)/AY/State Funds

Rationale: Appointment as Faculty Intern in Institutional Research.

Benson, Charles Scott - from Assoc Prof to Associate Professor & NCAA Representative

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$52,748.80

Current Annual Salary: \$52,748.80

Amount and Percent: N/A - no change in salary

Effective Date: August 16, 1999

Department/Funding: Economics (86.5%) & NCAA Rep. (13.5%)/AY/State Funds

Rationale: Appointment as NCAA Representative.

Cady, Paul S. - From Assoc Prof & Asst Dept Chair to Assoc Prof, Asst Dept Chair & Interim Associate Dean

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$73,112.00

Current Annual Salary: \$66,768.00

Amount and Percent: +\$6,344.00 (+9.50%)

Effective Date: August 16, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/AY/State & Local Funds  
(94.25%/5.75%)

Rationale: Additional duties as Associate Dean.

Cleary, Kimberly Klein - From Instructor & Clinical Practice Coordinator to Clinical Instructor & Director of Clinical Education

FTE/Term: 1.0/10 months

Proposed Annual Salary: \$39,520.00

Current Annual Salary: \$37,000.00

Amount and Percent: +\$2,520.00 (+6.81%)

Effective Date: August 16, 1999

Department/Funding: Physical & Occup Therapy/FY/State & Local Funds (57%/43%)

Rationale: Additional duties as Director of Clinical Education.

Farmer, Patricia A. - Instructor & Regional Special Education Consultant

FTE/Term: 1.0/11 months

Proposed Annual Salary: \$45,032.00

Current Annual Salary: \$43,721.60

Amount and Percent: +\$1,310.40 (+3%)

Effective Date: July 25, 1999

Department/Funding: Teacher Education/FY/Grant Funds

Rationale: Salary reflects an increase requested by the Idaho Dept of Ed.

Hill, Linda C. - From Associate Professor to Associate Professor & Coordinator/CLASS

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$51,833.60

Current Annual Salary: \$47,819.20

Amount and Percent: +\$4,014.40 (+8.39%)

Effective Date: August 16, 1999

Department/Funding: Mathematics (50%) & Academic Affairs (50%)/AY/State Funds

Rationale: Additional duties as Coordinator of CLASS.

Jones, Jana L. - Instructor & Regional Special Education Consultant

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$48,776.00

Current Annual Salary: \$45,219.20

Amount and Percent: +\$3,556.80 (+7.87%)

Effective Date: June 27, 1999

Department/Funding: Teacher Education/FY/Grant Funds

Rationale: Salary reflects an increase requested by the Idaho Dept of Ed

Schwendig, W. Lee - Professor

FTE/Term: From 1.0 to .50/9 months

Proposed Annual Salary: \$36,951.20 (.50 FTE)

Current Annual Salary: \$73,902.40 (1.0 FTE)

Amount and Percent: -\$36,951/-50%

Effective Date: August 16, 1999

Department/Funding: Business/AY/State Funds

Rationale: Voluntary reduction to half-time.

Spall, Richard - From Professor to Professor and Ombudsman

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$60,860.80  
Current Annual Salary: \$55,224.00  
Amount and Percent: +\$5,636.80 (+10.21%)  
Effective Date: August 16, 1999  
Department/Funding: Health Professions/FY/State Funds  
Rationale: Additional duties as faculty ombudsman.

Whitaker, Kent B. - From Instructor/Clinical Coordinator to Asst Professor/Clinical Coordinator

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$59,342.40  
Current Annual Salary: \$56,650.00  
Amount and Percent: +\$2,692.40 (+4.75%)  
Effective Date: June 27, 1999  
Department/Funding: Physician Assistant Program/FY/Local & Grant Funds (77%/23%)  
Rationale: Promotion.

### 2.33 Other

Bowen, Denise M. - From Prof, Dental Hygiene to Dir, ISU Centennial & Prof, Dental Hygiene

FTE/Term: From .50 FTE to 1.0 FTE/From 9 months to 12 months  
Proposed Annual Salary: \$52,499.20 (1.0 FTE/12 months)  
Current Annual Salary: \$46,009.60 (full-time rate/9 months)  
Amount and Percent: +\$6,489.60 (+14.1%)  
Effective Date: July 22, 1999  
Department/Funding: University Relations/FY/State Funds  
Rationale: Temporary admin appointment and change from AY to FY.

Fullerton, Jim - Leadership Training Coordinator

FTE/Term: 1.0/From 10 months to 11 months  
Proposed Annual Salary: \$30,662.40 (11 months)  
Current Annual Salary: \$27,297.60 (10 months)  
Amount and Percent: +\$3,364.80 (+12.33%)  
Effective Date: August 1, 1999  
Department/Funding: ASISU/FY/Local Funds  
Rationale: Increased duties.

Lafferty, Amy L. - Environmental Educator

FTE/Term: From 1.0 FTE to .50 FTE/12 months

Proposed Annual Salary: \$16,005.60 (.50 FTE)

Current Annual Salary: \$32,011.20 (1.0 FTE)

Amount and Percent: -\$16,005.60 (-50%)

Effective Date: August 1, 1999

Department/Funding: Natural Heritage Project/FY/Grant Funds

Rationale: Voluntary reduction.

Lasky, Margo L. From Assistant to the Dean, Pharmacy Administration to Assistant to the Dean for Development, College of Education & Development Office

FTE/Term: 1.0 FTE/12 months

Proposed Annual Salary: \$35,006.40

Current Annual Salary: \$32,656.00

Amount and Percent: +\$2,350.40 (+7.20%)

Effective Date: August 29, 1999

Department/Funding: Education & Development/FY/State Funds

Rationale: Promotion.

Morris, Susan R. - Academic Advisor

FTE/Term: 1.0 FTE/From 12 months to 11 months

Proposed Annual Salary: \$31,641.60 (11 months)

Current Annual Salary: \$34,278.40 (12 months)

Amount and Percent: -\$2,636.80 (-7.69%)

Effective Date: July 25, 1999

Department/Funding: Enrollment Planning/FY/State Funds

Rationale: Voluntary reduction.

Shanahan, Elizabeth - From Director/School of Applied Technology Center for New Directions to Interim Director/Individualized Education

FTE/Term: 1.0 FTE/From 12 months to 10 months

Proposed Annual Salary: \$42,028.80 (10 month)

Current Annual Salary: \$41,204.80 (12 month)

Amount and Percent: +\$824.00 (+2%)

Effective Date: July 12, 1999

Department/Funding: Individualized Education/FY/State Funds

Rationale: Interim appointment.

## 2.34 Technical School

Grimes, Carol - From Field Trainer to Instructor

FTE/Term: .63 FTE/9 months

Proposed Annual Salary: \$25,126.40

Current Annual Salary: \$25,126.40

Amount and Percent: N/A

Effective Date: August 16, 1999

Department/Funding: Child Development/AY/State Funds

Rationale: Change in title.

Jones, Ralph - From Instructor to Department Chair & Instructor

FTE/Term: 1.0 FTE/From 11 months to 12 months

Proposed Annual Salary: \$52,000.00 (12 months)

Current Annual Salary: \$44,761.60 (11 months)

Amount and Percent: +\$7,238.40 (+16.17%)

Effective Date: June 27, 1999

Department/Funding: Electronics/FY/State Funds

Rationale: Promotion.

**2.6 Request for New Position**

## 2.62 Academic/Instructional

Accelerator Physicist/Instructor

FTE/Term: 1.0/12 months

Annual Salary: \$31,200.00

Effective Date: September 27, 1999

Department/Funding: Accelerator Center & Physics/FY/Local & Grant Funds (50%/50%)

Rationale: Additional support for the installation, maintenance and operation of charged particle accelerators and to teach physics classes.

## 2.63 Other

Pharmacy Resident

FTE/Term: 1.0/12 months

Annual Salary: \$23,504.00

Effective Date: June 28, 1999

Department/Funding: Pharmacy Practice & Admin. Sciences/FY/Grant Funds

Rationale: Add'l resident position for partial fulfillment of the Coll of Pharm's responsibility to provide contemporary pharmaceutical care training and services to residents of Idaho, relative to the need for these services in rural health care settings.



## Administrative Assistant I

FTE/Term: 1.0/12 months  
Annual Salary: \$22,006.40  
Effective Date: September 27, 1999  
Department/Funding: Military Science (ROTC)/FY/State Funds  
Rationale: To provide clerical support for the newly established Military Science Program (ROTC) in conjunction with the U.S. Army, Boise State University and Ricks College.

## Office Specialist 2

FTE/Term: .50/12 months  
Annual Salary: \$10,680.80  
Effective Date: September 27, 1999  
Department/Funding: Office of the President/FY/State Funds  
Rationale: Additional clerical support to assist in public relations efforts.

## Office Specialist 2 (PCN 31940)

FTE/Term: From .50 FTE to 1.0 FTE/12 months  
Annual Salary: \$18,158.40  
Effective Date: September 27, 1999  
Department/Funding: Human Resources/FY/State Funds  
Rationale: Additional clerical support due to increased workload.

## Programmer Analyst Associate

FTE/Term: 2.0/12 months  
Annual Salary: \$26,520.00  
Effective Date: September 27, 1999  
Department/Funding: Computer Center/FY/State Funds  
Rationale: In order to provide better overall support to the ISU computing community, the recently vacated Manager of Academic User Services position will be eliminated (see Item 2.73) in order to create these positions.

## Receptionist

FTE/Term: 1.0/12 months  
Annual Salary: \$14,664.00  
Effective Date: September 27, 1999  
Department/Funding: ASISU Early Learning Center/FY/Local Funds  
Rationale: Additional clerical support to greet visitors and assist clients.

## 2.64 Technology School

Instructor/Coordinator

FTE/Term: 1.0/11 months

Annual Salary: \$43,577.00

Effective Date: August 16, 1999

Department/Funding: School of Applied Technology/FY/Grant Funds

Rationale: To provide technical instructional support for the secondary computer technology programs.

**2.7 Deletion of Position**

## 2.73 Other

Manager of Academic User Services (PCN 1077)

FTE/Term: 1.0/12 Months

Annual Salary: \$55,660.80

Effective Date: June 27, 1999

Department/Funding: Computer Center/FY/State Funds

Rationale: Reduction in staff (see New Position Request for Programmer Analyst Associates, Item 2.63).

**2.8 Athletics**

## 2.81 Appointments

Potter, Tim - Director of Marketing &amp; Promotion

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$34,507.20

Effective Date: July 12, 1999

Department/Funding: Athletics/FY/Local Funds

## 2.83 Changes in Salary, Rank, Title or Duties

Colaiani, John - From Director of Marketing &amp; Promotions to Director of Athletic Development

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$41,392.00

Current Annual Salary: \$38,584.00

Amount and Percent: +\$2,808.00 (+7.28%)

Effective Date: June 27, 1999

Department/Funding: Athletics/FY/Local Funds

Rationale: Promotion.

**2.85 Information Item - Multi-Year Contracts**

McInelly, Ardie - Head Coach/Women's Basketball

Year of Contract: Second year of a 3-year contract (FY1999-2000)

Effective Date: May 9, 1999

Current Annual Salary: \$51,001.60 (FY1999)

Contractual Increase: +\$ 7,384.00/+14%

Total Contractual Salary: \$58,385.60 (FY2000)

Additional Compensation: \$4,950.00 for TV/radio shows and camps.

Rationale: Reappointment of multi-year contract and gender equity.

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA**2.1 Appointments**

## 2.12 Academic/Instructional

Monarrez, Luis - Instructional Assistant

FTE/Term: 1.0/11 months

Proposed Annual Salary: \$22,007

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 16, 1999

Department/Funding: Education Division/Fiscal, Local Funds

Rationale: New position approved June 1999 for the Technology classroom

Bullis, Eric "Rick" - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$32,500

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Fine &amp; Performing Arts Division/Academic, Appropriated Funds

Rationale: Replacing faculty member who retired

Curton, Carmen - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$33,509

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Literature &amp; Languages Division/Academic, Appropriated Funds

Rationale: Governor's Initiative

Davis, Mona - Assistant Professor

FTE/Term: .8/9 months

Proposed Annual Salary: \$28,654

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Nursing Division/Academic, Appropriated Funds

Rationale: Temp replacing faculty member who is on leave without pay.

Just, Mary Margaret - Visiting Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$30,514

Current Annual Salary: N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Social Sciences Division/Academic, Appropriated Funds

Rationale: Temporarily replacing faculty member who resigned

Matthews, Jeffrey - Assistant Professor

FTE/Term: 1.0 FTE/9 months

Annual Salary: \$34,008

Effective Date: August 19, 1999

Department/Funding: Natural Sciences Division/Academic, Appropriated Funds

Duties/Responsibilities: Governor's Initiative; Computer Sciences position

Nelson, Carol - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,002

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Education Division/Academic, Appropriated Funds

Rationale: HB178A; Reading position

Yates III, Leland - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$33,010

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Natural Sciences Division/Academic, Appropriated Funds

Rationale: Governor's Initiative; Chemistry position

## 2.13 Other

Allman, Shannon - Head Teacher/Infant/Toddler Program

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$18,000  
Current Annual Salary: \$N/A  
Amount and Percent: \$0 (+0%)  
Effective Date: August 23, 1999  
Department/Funding: KinderCollege/Fiscal, Auxiliary Funds  
Rationale: Replacing employee who resigned

Bidwell, Lynne H. - Electronic Resource Librarian

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$33,010  
Current Annual Salary: \$N/A  
Amount and Percent: \$0 (+0%)  
Effective Date: July 19, 1999  
Department/Funding: Library/Fiscal, Appropriated Funds  
Rationale: Replacing employee who resigned

Bridgen, Sean T. - Assistant Registrar

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$35,006  
Current Annual Salary: \$N/A  
Amount and Percent: \$0 (+0%)  
Effective Date: July 12, 1999  
Department/Funding: Registrar/Fiscal, Appropriated Funds  
Rationale: Replacing employee who resigned

Budd, Gavin - Data Communications Technician

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$30,264  
Current Annual Salary: \$N/A  
Amount and Percent: \$0 (+0%)  
Effective Date: July 25, 1999  
Department/Funding: Information Technology/Fiscal, Appropriated Funds  
Rationale: Replacing employee who resigned

Hennigan, Tom - Multimedia Web Developer

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$32,011

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: July 1, 1999

Department/Funding: Education Technology Center/Fiscal, Appropriated Funds

Rationale: Replacing employee who resigned

Howard, Pamela - Reference Librarian, Assistant Professor

FTE/Term: .5/12 months

Proposed Annual Salary: \$15,642

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 23, 1999

Department/Funding: Library/Fiscal, Appropriated Funds

Rationale: Replacing employee who resigned

Hughes, Laura K. - Director, Financial Aid

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$46,010

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 18, 1999

Department/Funding: Financial Aid/Fiscal, Appropriated Funds

Rationale: Replacing employee who resigned

McCartney, Douglas - Director, Education Technology Center

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$40,019

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 16, 1999

Department/Funding: Education Technology Center/Fiscal, Appropriated Funds

Rationale: Replacing employee who resigned

Mouzes, Maria - Director, Distance Education

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$42,515

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: July 28, 1999

Department/Funding: Information Technology - Technical Programs/Fiscal, Approp Funds

Rationale: Replacing employee who resigned

Wimer, Sarah - Head Teacher/Preschool

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$18,720

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: July 26, 1999

Department/Funding: KinderCollege/Fiscal, Auxiliary Funds

Rationale: Replacing employee who resigned

#### 2.14 Technical College

Byers, Dawn - Instructor

FTE/Term: 1.0/4.5 months

Proposed Annual Salary: \$10,600

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 23, 1999

Department/Funding: Office & Business Technology/Academic, Appropriated Funds

Rationale: Temporarily replacing, for fall semester 1999, employee who retired

Cerutti, Vicki - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$14,400

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 18, 1999

Department/Funding: Technical & Industrial/Academic, Appropriated Funds

Rationale: Temporarily replacing employee who retired



Cummings, Erick Clayton - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$31,013

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Technical & Industrial/Academic, Appropriated Funds

Rationale: Replacing employee who retired

Dunlop, Charly - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$32,011

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 19, 1999

Department/Funding: Office & Business Technology/Academic, Appropriated Funds

Rationale: Replacing employee who resigned

Dunn, John L. - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$34,008

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: January 4, 2000

Department/Funding: Technical & Industrial/Academic, Appropriated Funds

Rationale: Replacing employee who resigned

Freel, Debra - Assistant Professor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$29,016

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: August 25, 1999

Department/Funding: Office & Business Technology/Academic, Appropriated Funds

Rationale: Replacing employee who resigned

Johnson, Lonny - TNT Instructor

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$38,813

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: July 12, 1999

Department/Funding: Technical Programs, Fiscal/Appropriated Funds

Rationale: Governor's Initiative

Swanson, Angela - Technical Student Counselor

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$32,011

Current Annual Salary: \$N/A

Amount and Percent: \$0 (+0%)

Effective Date: July 1, 1999

Department/Funding: Student Affairs/Fiscal, Appropriated Funds

Rationale: Position approved last year; first time filling

## **2.2 Reappointments**

### **2.22 Academic/Instructional**

Ames, Diana - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$15,517

Current Annual Salary: \$15,156

Amount and Percent: \$361 (+2.39%)

Effective Date: August 25, 1999

Department/Funding: Social Sciences Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Bracken, Laura - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$21,258

Current Annual Salary: \$20,779

Amount and Percent: \$479 (+2.31%)

Effective Date: August 25, 1999

Department/Funding: Natural Sciences Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Bushfield, Suzanne - Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$31,741

Current Annual Salary: \$31,013

Amount and Percent: \$728 (+2.35%)

Effective Date: August 19, 1999

Department/Funding: Social Sciences Division/Academic/Appropriated Funds

Rationale: Appointed as instructor for an additional year

Castellaw, Shauna - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$24,627

Current Annual Salary: \$24,107

Amount and Percent: \$520 (+2.16%)

Effective Date: August 19, 1999

Department/Funding: Education Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Kazemi, Masoud - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$23,880

Current Annual Salary: \$23,358

Amount and Percent: \$522 (+2.24%)

Effective Date: August 25, 1999

Department/Funding: Natural Sciences Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Koenen, Shirley - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$21,028

Current Annual Salary: \$20,571

Amount and Percent: \$457 (+2.23%)

Effective Date: August 19, 1999

Department/Funding: Literature & Languages Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

McAdoo, Rita - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$20,717

Current Annual Salary: \$20,244

Amount and Percent: \$473 (+2.34%)

Effective Date: August 19, 1999

Department/Funding: Literature & Languages Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Robinson, Clay - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$27,331

Current Annual Salary: \$26,832

Amount and Percent: \$499 (+1.86%)

Effective Date: August 19, 1999

Department/Funding: Education Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Rossiter, Jill - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$20,717

Current Annual Salary: \$20,259

Amount and Percent: \$458 (+2.26%)

Effective Date: August 19, 1999

Department/Funding: Literature & Languages Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Satterwhite, Michael - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$23,566

Current Annual Salary: \$26,686

Amount and Percent: \$-3,120 (-11.70%)

Effective Date: August 25, 1999

Department/Funding: Natural Sciences Division/Academic/Appropriated Funds

Rationale: Adjunct instructor; reduction in teaching load

Shelquist, James - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$20,717

Current Annual Salary: \$19,368

Amount and Percent: \$1,349 (+6.97%)

Effective Date: August 19, 1999

Department/Funding: Literature & Languages Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Smolinski, Carole - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$13,978

Current Annual Salary: \$13,008

Amount and Percent: \$970 (+7.46%)

Effective Date: August 25, 1999

Department/Funding: Social Sciences Division/Academic/Appropriated Funds

Rationale: Adjunct instructor

Yeoman, Robert - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$17,292

Current Annual Salary: \$18,160

Amount and Percent: -\$868 (-4.78%)

Effective Date: August 25, 1999

Department/Funding: Natural Sciences Division/Academic/Appropriated Funds

Rationale: Adjunct instructor (reduction in number of credits taught)

## **2.3 Changes in Salary, Rank, Title, Duties or Status**

### **2.33 Other**

Coulter, Mel - Media Relations Officer

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$37,814

Current Annual Salary: \$37,814

Amount and Percent: \$0 (0.00%)

Effective Date: July 1, 1999

Department/Funding: College Advancement Office/Fiscal, Appropriated Funds

Rationale: Title change reflects amended and refocused job description and accountabilities.

Oftelie, Jody - Director, College Advancement

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$60,819

Current Annual Salary: \$60,819

Amount and Percent: \$0 (0.00%)

Effective Date: July 1, 1999

Department/Funding: College Advancement Office/Fiscal, Appropriated Funds

Rationale: Title change reflects amended and refocused job description.

## 2.6 Request for New Position

### 2.62 Academic/Instructional

Title: Assistant Professor

Type: Exempt

FTE/Term: 1.0 FTE/9 months

Annual Salary: \$35,000

Effective Date: August 18, 1999

Department/Funding: Education Division/Academic, Appropriated Funds

Duties/Responsibilities: HB178A; Reading position

Title: Assistant Professor

Type: Exempt

FTE/Term: 1.0 FTE/9 months

Annual Salary: \$35,000

Effective Date: August 18, 1999

Department/Funding: Fine & Performing Arts Division/Academic, Appropriated Funds

Duties/Responsibilities: Governor's Initiative; Communications position

Title: Assistant Professor

Type: Exempt

FTE/Term: 1.0 FTE/9 months

Annual Salary: \$35,000

Effective Date: August 18, 1999

Department/Funding: Natural Sciences Division/Academic, Appropriated Funds

Duties/Responsibilities: Governor's Initiative; Physics and Natural Sciences position

## 2.63 Other

Title: Web Master  
Type: Exempt  
FTE/Term: .5 FTE/12 months  
Annual Salary: \$15,922  
Effective Date: August 1, 1999  
Department/Funding: Institute for Community Development/Fiscal, State Grant Funds  
Duties/Responsibilities: Develop, manage and monitor web site development, assist business clients and student interns.

Title: Project Coordinator  
Type: Exempt  
FTE/Term: 1.0 FTE/12 months  
Annual Salary: \$32,000-36,000  
Effective Date: August 1, 1999  
Department/Funding: Institute for Community Development/FY, State Grant Funds  
Duties/Responsibilities: Project and grant administration, recruit and train faculty, oversee web site development, develop long-term busn plan, recruit students

Title: Custodian  
Type: Classified  
FTE/Term: 1.0 FTE/12 months  
Annual Salary: \$7.49/hr.  
Effective Date: August 1, 1999  
Department/Funding: Physical Plant/Fiscal, Appropriated Funds  
Duties/Responsibilities: Performs cleaning duties which may include cleaning classrooms, offices, and lavatories

**2.8 Athletics**

## Information Item - Multi-Year Contract Revisions

Name and Position: Divilbiss, Michael - Women's Basketball Coach  
Year of Contract: Second  
Effective Date: July 1, 1999  
Current Annual Salary: \$38,558  
Contractual Increase: \$380  
Total Contractual Salary: \$38,938  
Additional Compensation: \$1,000 if team participates in national tournament  
Rationale: Equity adjustment inadvertently omitted from June reporting

Name and Position: Pfeifer, George - Men's Basketball Coach  
Year of Contract: Second  
Effective Date: July 1, 1999  
Current Annual Salary: \$38,558  
Contractual Increase: \$380  
Total Contractual Salary: \$38,938  
Additional Compensation: \$1,000 if team participates in national tournament  
Rationale: Equity adjustment inadvertently omitted from June reporting

**2.82 Appointments**

Barrett, Dennis J. - Assistant Baseball Coach  
FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$28,018  
Current Annual Salary: \$N/A  
Amount and Percent: \$0 (+0%)  
Effective Date: August 18, 1999  
Department/Funding: Athletic Department/Fiscal, Appropriated Funds  
Rationale: Replacing Assistant Baseball Coach who resigned

**2.83 Reappointments**

Collins, Tracy - Trainer/Equipment Manager/Women's Cross Country Coach  
Effective Date: July 1, 1999  
Current Annual Salary: \$21,133  
Contractual Increase: \$558  
Total Contractual Salary: \$20,575  
Rationale: Equity adjustment and merit increase



**LEWIS-CLARK STATE COLLEGE**

**September 23-24, 1999**

Collins, Mike - Men's Cross Country Coach

Effective Date: July 1, 1999

Current Annual Salary: \$1,500

Contractual Increase: \$0

Total Contractual Salary: \$1,500 (No benefits)

Rationale: Reappointment

Fuller, Karen - Women's Rodeo Coach

Effective Date: August 19, 1999

Current Annual Salary: \$5,000

Contractual Increase: \$1,000

Total Contractual Salary: \$6,000

Rationale: Equity adjustment and merit increase

Fuller, Mike - Men's Rodeo Coach

Effective Date: August 19, 1999

Current Annual Salary: \$5,000

Contractual Increase: \$1,000

Total Contractual Salary: \$6,000 (No benefits)

Rationale: Equity adjustment and merit increase

Tatko, Mike - Director of Athletic Communication/Event Manager

Effective Date: July 1, 1999

Current Annual Salary: \$27,019

Contractual Increase: \$728

Total Contractual Salary: \$27,747

Rationale: Equity adjustment and merit increase

Yoshimura, Kip - Women's Volleyball Coach

Effective Date: July 1, 1999

Current Annual Salary: \$32,780

Contractual Increase: \$1,914

Total Contractual Salary: \$34,694

Rationale: Equity adjustment and merit increase

**2.83 Athletics Supplemental Compensation**

Cheff, Edward - Baseball Coach, bonus for World Series win, \$500.00

Collins, Tracy - Head Athletic Trainer, medical coordinator for NYSP, \$2,000.00

Divilbiss, Mike - Women's Basketball Coach, assistant for golf, \$1,000.00

Miltenberger, Chad - Assistant Baseball Coach, bonus for World Series win, \$500.00

Miltenberger, Chad - Assistant Baseball Coach, Coach for baseball camp, \$4,500.00

White, Jamie - Support Services, work with NYSP, \$1,500.00

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
ROUTINE AGENDA

**2.1 Appointment**

**2.11 Administrative**

Steven J. Hollenhorst, Professor of Resource Recreation Tourism and Department Head

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$87,006.40

Effective Date: July 18, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds

Justification: New appointment

James L. Murphy, Professor of Music and Director, Hampton School of Music

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$75,004.80

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Russell V. Withers, Professor of Agricultural Economics and Interim Department Head

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$79,705.50

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and  
Agriculture Research and Extension Appropriated Funds

Justification: Reappointment

**2.12 Academic/Instructional**

Kenton Bird, Professor of Journalism

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$37,003.20

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Boris Bracio, Assistant Professor of Electrical Engineering, Computer Engineering Program

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$52,000.pp

Effective Date: June 27, 1999

Department/Funding: College of Engineering/General Education Appropriated Funds

Justification: New appointment

Hugh C. Briggs, Associate Professor of Mechanical Engineering

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$63,003.20

Effective Date: June 27, 1999

Department/Funding: Coll of Engineering/Gen Ed Approp, Grant and Nonapprop Funds

Justification: New appointment

Lance Brower, Extension Educator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Effective Date: June 27, 1999

Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds

Justification: New appointment

Ken W. Clark, Affiliate Assistant Professor of Religious Studies

FTE/Term: 1.0/9 months

Proposed Annual Salary: None

Effective Date: July 29, 1999

Department/Funding: College of Letters and Science

Justification: New affiliate faculty member

Carol Conkel, Assistant Professor of Physical Education

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$39,000.00

Effective Date: June 27, 1999

Department/Funding: College of Education/General Education Appropriated Funds

Justification: New appointment

Douglas C. Crawford, Affiliate Assistant Professor of Metallurgical Engineering

FTE/Term: 1.0/9 months

Proposed Annual Salary: None

Effective Date: June 3, 1999

Department/Funding: College of Mines and Earth Resources

Justification: New affiliate faculty member

Thomas A. Drake, English Lecturer

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$25,605.80

Effective Date: June 28, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Leah Evans-Janke, Laboratory of Anthropology Collections Manager

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$32,593.60

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Mark E. Fisch, Assistant Professor of Music

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,500.80

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Fuchang Gao, Assistant Professor of Math

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$41,017.60

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

William S. Harrison, Assistant Professor of Computer Science

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$54,017.60

Effective Date: June 27, 1999

Department/Funding: College of Engineering/General Education Appropriated Funds

Justification: New appointment

Robert Heckendorn, Assistant Professor of Computer Science

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$54,912.00

Effective Date: June 27, 1999

Department/Funding: College of Engineering/General Education Appropriated Funds

Justification: New appointment

Nathan Helm, Extension Educator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Effective Date: August 8, 1999

Department/Funding: College of Agriculture/Agriculture Research and Extension  
Appropriated Funds and Grant Funds

Alexander Hristov, Assistant Professor of Veterinary Science

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$50,003.20

Effective Date: June 27, 1999

Department/Funding: Coll of Ag/Gen Ed Approp and Ag Rsch and Ext Approp Funds

Justification: New appointment

Karen Humes, Associate Professor of Geography

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$48,006.40

Effective Date: August 15, 1999

Department/Funding: College of Mines and Earth Resources/General Ed Approp Funds

Justification: New appointment

Roland Hsu, Assistant Professor of History

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$36,504.00

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Michelle L. Inderbitzin, Assistant Professor of Sociology (Crime and Justice)

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$41,017.60

Effective Date: August 15, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Franklin J. Inojosa, Assistant Professor of Foreign Languages and Literature

FTE/Term: 1.0/9 months

Proposed Salary: \$34,101.60

Effective Date: August 15, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Xiao Jin, Affiliate Professor of Chemical Engineering

FTE/Term: 1.0/9 months

Proposed Annual Salary: None

Effective Date: August 20, 1999

Department/Funding: College of Engineering

Justification: New affiliate faculty member

Daniel Kmitta, Assistant Professor of Education

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$39,000

Effective Date: June 27, 1999

Department/Funding: College of Education/General Education Appropriated Funds

Justification: New appointment

David Maas, Extension Educator

FTE/Term: 1.0/12 months

Proposed Annual Salary \$35,006.40

Effective Date: June 27, 1999

Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds

Justification: New appointment

Cindy S. Marble, Assistant Professor of Education

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,001.60

Effective Date: June 27, 1999

Department/Funding: College of Education/General Education Appropriated Funds

Justification: New appointment

Christopher McIntosh, Associate Professor of Agricultural Economics

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$58,011.20

Effective Date: August 16, 1999

Department/Funding: Coll of Ag/Gen Ed App Funds and Ag Rsrch and Extn App Funds

Justification: New appointment

Debra Merskin, Associate Professor of Communication

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$48,001.20

Effective Date: August 15, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Sarah Nelson, Assistant Professor of French

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$35,595.00

Effective Date: August 16, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Jennifer J. Olson, Associate Professor of Education

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$39,000.00

Effective Date: June 27, 1999

Department/Funding: College of Education/General Education Appropriated Funds

Justification: New appointment

Kim M. O'Reilly, Assistant Professor of Education

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,001.60

Effective Date: June 27, 1999

Department/Funding: College of Education/ General Education Appropriated Funds

Justification: New appointment

Anne Perriguet, Lecturer of French

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$28,350.00

Effective Date: August 15, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Suzanne M. Planck, Child Development Lab Manager

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$29,608.80

Effective Date: August 15, 1999

Department/Funding: Coll of Ag/Gen Ed App Funds and Ag Rsrch and Extn App Funds

Justification: New appointment

Mary Ann Ranells, Affiliate Assistant Professor of Educational Administration

FTE/Term: 1.0/9 months

Proposed Annual Salary: None

Effective Date: June 1, 1999

Department/Funding: College of Education

Justification: New affiliate faculty member

Steven J. Reddy, Extension Educator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$36,004.80

Effective Date: June 27, 1999

Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds

Justification: New appointment



Gary E. Reed, Assistant Professor of Sociology (Crime and Justice)

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$41,017.60

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Patricia Richards, Assistant Professor of Health and Safety

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$38,001.60

Effective Date: June 27, 1999

Department/Funding: College of Education/General Education Appropriated Funds

Justification: New appointment

Steven E. Salisbury, Assistant Extension Professor

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Effective Date: August 30, 1999

Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds

Justification: New appointment

Catherine M. Schulhauser, Lecturer/Accompanist of Music

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$30,014.40

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

John R. (Jack) Smith, Affiliate Professor of Architecture

FTE/Term: 1.0/9 months

Proposed Annual Salary: None

Effective Date: June 18, 1999

Department/Funding: College of Art and Architecture

Justification: New affiliate faculty member

Daniel Stelck, Classroom/Laboratory Coordinator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$34,008.00

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

John N. Stellflug, Affiliate Professor of Animal and Veterinary Science

FTE/Term: 1.0/9 months  
Proposed Annual Salary: None  
Effective Date: July 8, 1999  
Department/Funding: College of Agriculture  
Justification: New affiliate faculty member

Robert Stiger, Associate Professor of Civil Engineering

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$63,003.20  
Effective Date: June 27, 1999  
Department/Funding: Coll of Engineering/Gen Ed App Funds, Grant and Nonapp Funds  
Justification: New appointment

Dana Stover, Associate Professor of Business

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$61,006.40  
Effective Date: June 27, 1999  
Department/Funding: College of Busn and Economics/ General Ed Appropriated Funds  
Justification: New appointment

Robert M. Ting, Affiliate Clinical Professor of Medical Science

FTE/Term: 1.0/9 months  
Proposal Annual Salary: None  
Effective Date: July 29, 1999  
Department/Funding: WWAMI Program  
Justification: New affiliate faculty member

Kirk Trigsted, Senior Instructor and Director of MSAC

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$38,916.80  
Effective Date: June 27, 1999  
Department/Funding: College of Letters and Science/General Ed Appropriated Funds  
Justification: New appointment

Betty Weiler, Affiliate Associate Professor of Resources, Recreation and Tourism

FTE/Term: 1.0/9 months  
Proposal Annual Salary: None  
Effective Date: June 3, 1999  
Department/Funding: College of Forestry, Wildlife and Range Sciences  
Justification: New affiliate faculty member

Brenda Wood, Assistant Professor of Psychology

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$44,699.20

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: New appointment

Robert Wrigley, Professor of English

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$50,003.20

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/ General Ed Appropriated Funds

Justification: New appointment

#### 2.13 Other

Melissa Garrett, Assistant Director of New Student Services, Idaho Falls

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$30,264.00

Effective Date: August 2, 1999

Department/Funding: Student Affairs/General Education Appropriated Funds

Justification: New appointment

Kathy Maxwell, Director of Caldwell Business Incubator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$33,009.60

Effective Date: August 2, 1999

Department/Funding: Finance and Administration/Nonappropriated Funds

Justification: New appointment

Michael Snyder, Superintendent of Golf Course

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$34,008.00

Effective Date: July 5, 1999

Department/Funding: Auxiliary Services/Nonappropriated Funds

Justification: New appointment

Daniel Tone, Special Assistant to the President

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$82,513.60

Effective Date: August 1, 1999

Department/Funding: President ' s Office/General Education Appropriated Funds

Justification: New appointment

Jennifer Wallace, Governmental Relations Coordinator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$37,211.20

Effective Date: August 23, 1999

Department/Funding: President ' s Office, Gov't Affairs/General Ed Approp Funds

Justification: New appointment

Don P. Yackley, Director of Residence Living

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Effective Date: July 18, 1999

Department/Funding: Dean of Students/Nonappropriated Funds

Justification: New appointment

## **2.3 Changes in Salary, Rank and Duties**

### **2.31 Administrative**

Isabel Bond, Upward Bound Director

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$60,361.60

Current Annual Salary: \$55,889.60

Amount and Percent: +\$4,472 (+8.0%)

Effective Date: June 27, 1999

Department/Funding: College of Education/Grant Funds

Justification: Merit Increase

John Hammel, from Professor of Soil Science to Professor of Soil Science and Interim Director of Academic Programs/Associate Dean

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$75,358.40

Current Annual Salary: \$67,350.40

Amount and Percent: +\$8,008 (+11.89%)

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and Agriculture Research and Extension Appropriated Funds

Justification: Temporary increase in administrative responsibilities

Lyndsay Read McCall, from Assoc Dir of Busn Operations to Acting Co-Dir of Commons/Student Union

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$46,051.20  
Current Annual Salary: \$43,076.80  
Amount and Percent: \$2,974.40 (+6.91%)  
Effective Date: July 29, 1999  
Department/Funding: Student Affairs/Nonappropriated Funds  
Justification: Temporary increase in administrative responsibilities

Matthew J. Morra, from Professor of Soil Science to Plant, Soil and Entomological Science to Professor of Soil Science to Plant, Soil and Entomological Science and Division Chair

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$63,440.00  
Current Annual Salary: \$60,444.80  
Amount and Percent: +\$2,995.20 (+4.96%)  
Effective Date: August 8, 1999  
Department/Funding: College of Agriculture/General Education Appropriated Funds and Agriculture Research and Extension Appropriated Funds  
Justification: Increase in administrative responsibilities

Arlinda Nauman, from Extension Prof and Director of State 4-H Ed Program to Extension Prof, Director of State 4-H Education Program and Interim Assoc Director of Cooperative Extension

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$81,057.60  
Current Annual Salary: \$76,065.60  
Amount and Percent: +\$4,992 (+6.56%)  
Effective Date: June 27, 1999  
Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds  
Justification: Temporary increase in administrative responsibilities

Janice Stimpson, from Extension Prof to Extension Professor and Interim District IV Director

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$63,481.60  
Current Annual Salary: \$57,470.40  
Amount and Percent: +\$6,011.20 (+10.46%)  
Effective Date: June 27, 1999  
Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds  
Justification: Temporary increase in administrative responsibilities

Jerry Tuchscherer, from Assoc Prof of Adult, Counselor and Tech Ed and Dir of Adult, Counselor and Technology Ed to Assoc Prof of Adult, Counselor and Tech Ed and Assoc Dean

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$71,156.80

Current Annual Salary: \$70,012.80

Amount and Percent: +\$1,144 (+1.63%)

Effective Date: June 27, 1999

Department/Funding: College of Education/Grant and Nonappropriated Funds

Justification: Increase in administrative duties

Ruth Van Slyke, from Extension Professor to Extension Professor and County Chair

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$55,140.80

Current Annual Salary: \$53,539.20

Amount and Percent: +\$1,601.60 (+2.99%)

Effective Date: June 27, 1999

Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds

Justification: Increase in administrative responsibilities as County Chair

Henry Willmes, from Professor of Physics to Professor of Physics and Interim Department Chair

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$80,516.80

Current Annual Salary: \$68,764.80

Amount and Percent: +\$11,752 (+17.09%)

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Education Funds

Justification: Temporary increase in administrative responsibilities, conversion to fiscal year appointment

Edmund Wimer, from Clinic Administrator/Pharmacy Dir to Acting Dir of Student Health Svcs

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$83,678.40

Current Annual Salary: \$70,771.20

Amount and Percent: +\$12,907.20 (+18.24%)

Department/Funding: Student Affairs/Nonappropriated Funds

Justification: Increase in administrative responsibilities and conversion from part time to full time

## 2.32 Academic/Instructional

Anna Banks, Associate Professor of Communication to Associate Professor of Communication and Associate Director of Honors Program

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$45,552

Current Annual Salary: \$45,552

Amount and Percent: \$0

Effective Date: June 27, 1999

Department/Funding: Honors Program/General Education Appropriated Funds

Justification: Increase in administrative responsibilities

Carolyn H. Bohach, Associate Professor of Microbiology

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$56,804.80

Current Annual Salary: \$56,804.80

Amount and Percent: \$0

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and Agriculture Research and Extension Appropriated Funds

Justification: Conversion from fiscal year to academic year appointment to achieve salary equity according to salary model

Laurel Branen, Associate Professor of Family and Consumer Science

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$47,528.00

Current Annual Salary: \$50,044.80

Amount and Percent: -\$2,516.80 (-.05%)

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and Agriculture Research and Extension Appropriated Funds

Justification: Conversion from fiscal year to academic year

Curt Braun, Assistant Professor of Psychology

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$46,472.00

Current Annual Salary: \$43,472.00

Amount and Percent: +\$3,000 (+6.9%)

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: Salary equity

Kristin Keith, Assistant Extension Professor (faculty position)

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,339.20

Current Annual Salary: \$35,339.20

Amount and Percent: \$0

Effective Date: July 1, 1999

Department/Funds: College of Agriculture/FY/General Education

Justification: Change from temporary non-tenure track to permanent tenure track

Zhixiang Chen, Assistant Professor of Biochemistry

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$48,464.00

Current Annual Salary: \$48,464.00

Amount and Percent: \$0

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and  
Agriculture Research and Extension Appropriated Funds

Justification: Conversion from fiscal year to academic year appointment to achieve  
salary equity according to salary model

Donald L. Crawford, Professor of Microbiology

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$84,947.20

Current Annual Salary: \$84,947.20

Amount and Percent: \$0

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and  
Agriculture Research and Extension Appropriated Funds

Justification: Conversion from fiscal year to academic year appointment to achieve  
salary equity according to salary model

Brian Dyre, Assistant Professor of Psychology

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$45,120.00

Current Annual Salary: \$42,120.00

Amount and Percent: +\$3,000 (+7.1%)

Effective Date: June 27, 1999

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: Salary equity



Stephan Flores, from Associate Professor of English to Associate Professor of English and Director of Honors Program

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$56,222.40  
Current Annual Salary: \$56,222.40  
Amount and Percent: \$0  
Effective Date: June 27, 1999  
Department/Funding: Honors Program/General Education Appropriated Funds  
Justification: Increase in administrative responsibilities

Richard Folk, Assistant Professor of Forest Products

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$48,276.80  
Current Annual Salary: \$46,467.20  
Amount and Percent: +\$1,809.60 (+3.89%)  
Department/Funding: College of Engineering and College of Forestry, Wildlife and Range Sciences/General Education Appropriated Funds  
Justification: Conversion from academic year to fiscal year appointment

Kathe Gabel, from Associate Professor of Family and Consumer Science to Associate Professor of Family and Consumer Science and NCAA Faculty Athletic Representative

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$56,617.60  
Current Annual Salary: \$56,617.60  
Amount and Percent: \$0  
Effective Date: July 26, 1999  
Department/Funding: College of Agriculture/General Education Appropriated Funds  
Justification: Restructure of assignment to increased administrative duties and decreased instructional responsibilities

Joe Guenther, From Professor of Agricultural Economics to Professor of Agricultural Economics and NCAA Faculty Athletic Representative

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$78,436.80  
Current Annual Salary: \$70,436.80  
Amount and Percent: +\$8,000 (+11.36%)  
Effective Date: July 26, 1999  
Department/Funding: College of Agriculture/General Education Appropriated Funds  
Justification: Increase in administrative responsibilities

Thomas F. Hess, Associate Professor of Agricultural Engineering

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$57,075.20

Current Annual Salary: \$57,075.20

Amount and Percent: \$0

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and  
Agriculture Research and Extension Appropriated Funds

Justification: Conversion from fiscal year to academic year appointment to achieve  
salary equity according to salary model

John Miller, Professor of Animal Science

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$68,265.60

Current Annual Salary: \$68,265.60

Amount and Percent: \$0

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds and  
Agriculture Research and Extension Appropriated Funds

Justification: Conversion from fiscal year to academic year appointment to achieve  
salary equity according to salary model

William L. Voxman, from Professor of Mathematics to Professor of Mathematics and Core Curriculum  
Coordinator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$75,108.80

Current Annual Salary: \$65,332.80

Amount and Percent: \$9,776.00 (14.96%)

Effective Date: June 27, 1999

Department/Funding: Academic Affairs/General Education Appropriated Funds

Justification: Increase in administrative responsibilities

Karen Watts, Assistant Professor of Art

FTE/Term: .5/9 months

Proposed Annual Salary: \$17,451.20

Current Annual Salary: \$17,451.20

Amount and Percent: \$0

Effective Date: August 15, 1999

Department/Funding: College of Art and Architecture/General Ed Appropriated Funds

Justification: Decrease appointment from full time to part time per disability  
agreement

Marianne Woods, Assistant Professor of Physical Education

FTE/Term: 1.0/9 months  
Proposed Annual Salary: \$38,001.60  
Current Annual Salary: \$36,358.00  
Amount and Percent: +\$1,643.60 (4.5%)  
Effective Date: June 27, 1999  
Department/Funding: College of Education  
Justification: Salary equity

### 2.33 Other

Katie Egland Cox, from Program Assistant to Assistant Director of Development

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$40,019.20  
Current Annual Salary: \$34,507.00  
Amount and Percent: \$5,512.20 (+16%)  
Effective Date: July 1, 1999  
Department/Funding: Development Office/General Education Appropriated Funds  
Justification: Change in position

Patrick Crist, from Research Associate to GAP National Program Coordinator

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$47,000.00  
Current Annual Salary: \$39,561.60  
Amount and Percent: +\$7,438.40 (+18.80%)  
Effective Date: July 12, 1999  
Department/Funding: College of Forestry, Wildlife and Range Sciences/Grant Funds  
Justification: Increase in responsibilities and duties

Andrzej Paszczynski, Research Instructional Associate

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$40,128.00  
Current Annual Salary: \$38,708.80  
Amount and Percent: +\$1,419.20 (+3.7%)  
Effective Date: July 26, 1999  
Department/Funding: IMAGE/Grant Funds  
Justification: Merit increase

## 2.6 Request for New Position

## 2.61 Faculty

Art History Assistant Professor position

FTE/Term: 1.0/9 months

Effective Date: August 23, 1999

Proposed Annual Salary: \$37,003.20

Department/Funds: College of Art and Architecture/General Education Funds

Justification: Position needed to meet art education accreditation

## 2.63 Other

Administrative Assistant 1 (classified position)

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$21,000.00

Effective Date: October 1, 1999

Department/Funds: International Programs Office/Nonappropriated Funds

Justification: Provide support for the International Programs Office

Instructors (2 non-tenure track faculty positions)

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$32,073.00

Effective Date: August 23, 1999

Department/Funds: College of Law

Justification: Positions needed to support the Law educational programs

**2.81 Athletics**

Tommy Boyer-Kendrick, Strength Coach

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$35,006.40

Current Annual Salary: \$32,011.20

Amount and Percent: +\$2,995.20 (+9.36%)

Effective Date: July 11, 1999

Department/Funding: Department of Athletics/FY/Nonappropriated Funds

Justification: Salary equity and market

Matt Kleffner, from Asst Athletics Dir for Development to Assoc Athletics Dir for Development

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$57,824.00

Current Annual Salary: \$57,824.00

Effective Date: July 11, 1999

Department/Funding: Department of Athletics/FY/Nonappropriated Funds

Justification: Change in title to adequately reflect responsibilities

Becky Paull, from Sports Information Director to Assistant Athletics Media Director

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$36,004.80

Current Annual Salary: \$36,004.80

Effective Date: July 25, 1999

Department/Funding: Department of Athletics/FY/Nonappropriated Funds

Justification: Change in title to adequately reflect responsibilities

Wayne Phipps, Interim Co-Head Track Coach

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$28,017.60

Effective Date: June 28, 1999

Department/Funding: Department of Athletics/FY/Nonappropriated Funds

Justification: New appointment

Erin Royse, Assistant Women's Basketball Coach

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$27,019.20

Current Annual Salary: \$25,584

Amount and Percent: +\$1,435.20 (+5.6%)

Effective Date: July 11, 1999

Department/Funding: Department of Athletics/FY/Nonappropriated Funds

Justification: Gender equity alignment and market

James Senter, from Assoc Director of Athletics to Associate Athletics Director for Development

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$56,513.60

Current Annual Salary: \$56,513.60

Effective Date: July 25, 1999

Department/Funding: Department of Athletics/FY/Nonappropriated Funds

Justification: Change in title to adequately reflect responsibilities

Barrie Steele, from Head Athletic Trainer to Director of Athletic Training Room

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$55,016.00

Current Annual Salary: \$46,342.40

Amount and Percent: +\$8,673.60 (+18.72%)

Effective Date: August 23, 1999

Department/Funding: Athletic Department/FY/Nonappropriated Funds

Justification: Increase in administrative responsibilities

Julie Taylor, Assistant Track Coach

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$21,008

Effective Date: June 28, 1999

Department/Funding: Department of Athletics/FY/Nonappropriated Funds

Justification: New appointment

### **3. BOARD ACTION: Non-Routine Agency/Institution Agendas**

**It was moved by \_\_\_\_\_, seconded by \_\_\_\_\_ and carried to**  
approve/disapprove/table the Non-Routine Agency/Institution Agenda Items Except as listed below:

#### ***Boise State University***

##### **2.8 Athletic Contract - Gene Bleymaier**

Gene Bleymaier-Director, Intercollegiate Athletics

FTE/Term: 1.0 / 12 months

Proposed Annual Salary: \$109,637

Current Annual Salary: \$103,418

Amount & Percent: +\$6,219/+6.01%

Effective Date: July 1, 1999

Department/Funds: Intercollegiate Athletics/FY, Local Funds 20%; Approp funds 80%

Justification: Reappointment. First year of a four-year contract.

Contract: See Page 141

**It was moved by \_\_\_\_\_, seconded by \_\_\_\_\_ and carried to**  
approve/disapprove/table the athletic contract for Mr. Gene Bleymaier.

#### ***University of Idaho***

##### **2.9 Items Not Covered in Other Sections - Faculty-Staff Handbook Changes**

The policies were revised based on the recommendations of an ad hoc faculty committee. These policy recommendations were approved by the Faculty Council and the General Faculty as recommendations to the President who has also approved them. The changes eliminate one step (the advisory dismissal hearing committee) in the process required for dismissal of tenured faculty. This step was not required by the administrative rules adopted by the Regents/SBOE. These changes also revise the definitions of "for cause" so that they are exact restatements of the Regents/SBOE administrative regulations rather than close approximations of those definitions. Other changes include altering the order in which senior administrators consider the recommendation to dismiss the faculty member and clarifying how to bring an appeal to the Regents/SBOE following completion of the institutional process.

See pages 150-161

**It was moved by \_\_\_\_\_, seconded by \_\_\_\_\_ and carried to**  
approve/disapprove/table the request for changes in the University of Idaho Faculty-Staff Handbook.

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
NON-ROUTINE AGENDA

**2.2 Reappointments**

2.21. Administrative

Dan Salmi—Research Associate

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$32,510

Current Annual Salary: \$27,019

Amount & Percent: +\$5,491/+20.3%

Effective Date: August 1, 1999

Department/Funds: College of Health Sciences/12 month, Grant Funds

Justification: Reappointment. Salary determined by the Veterans Administration Medical Center where employee works for the Infectious Diseases department under the supervision of Dr. Dennis Stevens. Pay increase is in part to reward him for his exceedingly hard work and in part to provide a competitive salary in order to retain employee.

David Steadman—Executive Director

FTE/Term: 1.0/12 month

Proposed Annual Salary: \$117,242

Current Annual Salary: \$110,739

Amount & Percent: +\$6,483/+5.9%

Effective Date: September 1, 1999

Department/Funds: Northwest Association of Schools and Colleges/12 month, Local Funds

Justification: Reappointment. Memorandum of Agreement with Northwest Association of Schools and Colleges to house Executive Director on campus. Salary negotiated between the Executive Director and the Northwest Association and salary decision forwarded to BSU for processing.



**2.3 Reallocation of Position or Change in Salary, Rank, Title, Duties or Status****2.31 Administrative**

Alan Bakes, Outreach Career Counselor

FTE/Term: Increase FTE from .5 to 1.0/12 month  
Proposed Annual Salary: \$31,949 (1.0 FTE–1999-2000 salary)  
Current Annual Salary: \$15,506 (.5 FTE–1998-1999 salary)  
Amount & Percent: +\$16,433/+51%  
Effective Date: June 27, 1999  
Department/Funds: Career Center/Fiscal, Appropriated Funds  
Justification: Position increased from .5 FTE to 1.0 FTE.

Cori Barrera—from classified position of Legal Assistant to professional staff position of Legal Assistant

FTE/Term: Increase FTE from .5 to 1.0/12 month  
Proposed Annual Salary: \$31,200 (1.0 FTE–professional staff)  
Current Annual Salary: \$12,822 (.5 FTE–classified staff)  
Amount & Percent: +\$5,354/+21%  
Effective Date: June 28, 1999  
Department/Funds: University Counsel/Fiscal, Appropriated Funds  
Justification: Change in position from .5 FTE classified to 1.0 professional staff.

JoAnn M. O'Brien Fenner—Associate Program Developer

FTE/Term: Increase FTE from .5 to .75/12 month  
Proposed Annual Salary: \$26,551 (.75 FTE—for 1999-2000)  
Current Annual Salary: \$17,701 (.5 FTE—for 1998-99)  
Amount & Percent: +\$8,850/+50%  
Effective Date: June 28, 1999  
Department/Funds: Instructional and Performance Technology/Fiscal, Local Funds  
Justification: Change in FTE.

Roxanne Gunner—from classified position of Job Development Specialist to professional staff position of Employee Development Specialist

FTE/Term: Increase FTE from .5 to .75/12 month  
Proposed Annual Salary: \$24,960 (.75 FTE--professional staff position)  
Current Annual Salary: \$13,437 (.5 FTE--classified staff position)  
Amount & Percent: +\$4,805/+23.8%  
Effective Date: August 9, 1999  
Department/Funds: Training and Development/Fiscal, Appropriated Funds  
Justification: Change in FTE from .5 to .75. Promoted from a classified position to a professional staff training position.

Michelle Kelly—from Teacher/Computer Coordinator to Interim Associate Director

FTE/Term: 1.0/from 9 to 11 month  
Proposed Annual Salary: \$33,773 (11 month—1999-2000 year)  
Current Annual Salary: \$26,312 (9 month—1998-1999 year)  
Amount & Percent: +\$7,661/+28%  
Effective Date: August 2, 1999  
Department/Funds: High School Equivalency Program/11 month, Grant Funds  
Justification: Salary increase for FY2000 plus promotion to interim associate director position.

LyTina Rule—from classified position of Administrative Assistant I to professional staff position of Training Manager

FTE/Term: 1.0/12 month  
Proposed Annual Salary: \$30,264 (professional staff position)  
Current Annual Salary: \$21,216 (classified staff position)  
Amount & Percent: +\$9,048/+43%  
Effective Date: June 27, 1999  
Department/Funds: Idaho Small Business Development Center/Fiscal, Grant Funds  
Justification: Position restructured

Susan Saldin–Counselor

FTE/Term: .5 FTE/ from 10 to 12 month

Proposed Annual Salary: \$21,070 (12 month)

Current Annual Salary: \$17,046 (10 month)

Amount & Percent: +\$3,664/+21%

Effective Date: June 27, 1999

Department/Funds: Counseling and Testing Center/Fiscal, Appropriated Funds

Justification: Change in months and salary increase for FY2000.

Corrine Smith—from classified position of Technical Records Specialist I to professional staff position of Coordinator, Gowen Field

FTE/Term: From .75 to 1.0 FTE/12 month

Proposed Annual Salary: \$30,264 (1.0 FTE—professional staff position)

Current Annual Salary: \$16,645 (.75 FTE—classified staff position)

Amount & Percent: +\$8,071/+36.4%

Effective Date: June 27, 1999

Department/Funds: Continuing Education/Fiscal, Appropriated Funds

Justification: Promotion to professional staff position. Salary minimum for professional staff position.

Shari Stroud–Coordinator, Twin Falls

FTE/Term: Increase FTE from .5 to .8/12 month

Proposed Annual Salary: \$27,356 (.8 FTE)

Current Annual Salary: \$16,594 (.5 FTE)

Amount & Percent: +\$10,762/+69%

Effective Date: June 27, 1999

Department/Funds: Continuing Education/Fiscal, Appropriated Funds

Justification: Change in FTE and salary increase for FY2000.

C. McNeill Taylor–Manager, Investment and Cash Management

FTE/Term: Increase FTE from .5 to .8/12 month

Proposed Annual Salary: \$46,464 (.8 FTE)

Current Annual Salary: \$30,202 (.5 FTE)

Amount & Percent: +\$16,262/+54%

Effective Date: June 27, 1999

Department/Funds: Budget Office/Fiscal, Appropriated Funds

Justification: Change in FTE.

## 2.34 Technical College

Don Dunbar—from IT Data Communications Repair Specialist (classified position) to Interim Instructor (faculty position)

FTE/Term: 1.0/ from 12 month to 9 month

Proposed Annual Salary: \$38,002 (9 month)

Current Annual Salary: \$36,005 (12 month)

Amount & Percent: +\$10,998/+41%

Effective Date: August 16, 1999

Department/Funds: Business Systems and Compr Technology/AY, Vocational Funds

Justification: Promoted from a 12 month classified position of a repair specialist to an official faculty, 9 month position.

**2.8 Athletics**

## 2.82 Reappointments

Gene Bleymaier-Director, Intercollegiate Athletics

FTE/Term: 1.0 / 12 months

Proposed Annual Salary: \$109,637

Current Annual Salary: \$103,418

Amount & Percent: +\$6,219/+6.01%

Effective Date: July 1, 1999

Department/Funds: Intercollegiate Athletics/FY, Local Funds 20%; Approp funds 80%

Justification: Reappointment. First year of a four-year contract.

Contract: See Page 140

## 2.84 Changes in Position

Geneva Wyett—from classified position of Office Specialist II to professional position of Assistant to Athletic Director—Compliance and Administrative Services

FTE/Term: From .75 to 1.0 FTE/12 month

Proposed Annual Salary: \$30,264 (1.0 FTE—professional staff)

Current Annual Salary: \$14,368 (.75 FTE—classified staff)

Amount & Percent: +\$11,106/+58%

Effective Date: June 27, 1999

Department/Funds: Intercollegiate Athletics/Fiscal, Local Funds

Justification: Promotion to professional staff position. Salary minimum level for professional staff appointment.

Keith Rubio—Assistant Volleyball Coach

FTE/Term: 1.0FTE/12 month

Proposed Annual Salary: \$30,000

Current Annual Salary: \$20,087

Amount & Percent: +\$9,913/+49%

Effective Date: June 27, 1999

Department/Funds: Intercollegiate Athletics/Fiscal, Local Funds

Justification: Promoted into higher assistant volleyball coaching position. Additional responsibilities with new head coach hired.

Contact State Board of Education Office for a copy of the contract.

208-334-2270 or

[vbarker@osbe.state.id.us](mailto:vbarker@osbe.state.id.us)

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
NON-ROUTINE AGENDA**2.3 Changes in Salary, Rank, Title or Duties**

## 2.32 Academic/Instructional

Higgins, Joseph L. - Clinical Instructor/Instructional Technologist

FTE/Term: From .50 FTE to 1.00 FTE/12 months

Proposed Annual Salary: \$40,019.20 (1.0 FTE)

Current Annual Salary: \$19,999.20 (.50 FTE)

Amount and Percent: +\$20,020/+100%

Effective Date: June 27, 1999

Department/Funding: Nursing/FY/State &amp; Grant Funds (50%/50%)

Rationale: Increased duties.

Montgomery, Tracy T. - From Associate Professor of English & Philosophy to Interim Assistant Dean,  
College of Arts & Sciences and Associate Professor of English & Philosophy

FTE/Term: 1.0/From 9 months to 12 months

Proposed Annual Salary: \$57,512.00 (12 month)

Current Annual Salary: \$42,723.20 (9 month)

Amount and Percent: +\$14,788.80 (+34.62%)

Effective Date: June 27, 1999

Department/Funding: Arts &amp; Sciences/FY/State Funds

Rationale: Add'l administrative duties and change from AY to FY appointment.

## 2.33 Other

Akina, Shawn - Educational Planner

FTE/Term: From .50 to 1.0 FTE/10 months

Proposed Annual Salary: \$24,411.20 (1.0 FTE)

Current Annual Salary: \$12,205.60 (.50 FTE)

Amount and Percent: +\$12,205.60 (+50%)

Effective Date: August 22, 1999

Department/Funding: TRIO/Educational Talent Search/AY/Grant Funds

Rationale: Increased hours (combination of a previously shared contract).

Bokelmann, Jean M. - Physician & Medical Director/Student Health Center & Assistant Professor/Family Medicine

FTE/Term: From 1.0 to .85 FTE/12 months  
Proposed Annual Salary: \$84,917.04 (.85 FTE)  
Current Annual Salary: \$96,969.60 (1.0 FTE)  
Amount and Percent: -\$12,052.56 (-12.43%)  
Effective Date: June 27, 1999  
Department/Funding: Student Health Center (50%) & Family Medicine (35%)/FY/Local Funds  
Rationale: Voluntary reduction.

Friedrichsen, Steven W. - From Program Chair/IDEP to Program Chair/AEGD Residency

FTE/Term: From .50 FTE to .70 FTE/12 months  
Proposed Annual Salary: \$46,213.44 (.70 FTE)  
Current Annual Salary: \$32,520.80 (.50 FTE)  
Amount and Percent: +\$13,692.64 (+42.1%)  
Effective Date: June 27, 1999  
Department/Funding: AEGD Grant/FY/Grant Funds  
Rationale: Temporary appointment to grant supported position.

#### 2.34 Technical School

Anderson, Dianne - Counselor

FTE/Term: From .75 FTE to 1.0 FTE/12 months  
Proposed Annual Salary: \$34,132.80 (1.0 FTE)  
Current Annual Salary: \$25,599.60 (.75 FTE)  
Amount and Percent: +\$8,533/+33%  
Effective Date: June 27, 1999  
Department/Funding: Center for New Directions/FY/Grant Funds  
Rationale: Increased hours.

Rasmussen, Scott - From Instructor to Department Chair & Instructor

FTE/Term: 1.0 FTE/From 10 months to 12 months  
Proposed Annual Salary: \$52,000.00 (12 months)  
Current Annual Salary: \$39,561.60 (10 months)  
Amount and Percent: +\$12,438.40 (+31.44%)  
Effective Date: June 27, 1999  
Department/Funding: Electronics/FY/State Funds  
Rationale: Additional administrative duties and change from AY to FY.



Slott, Barbara J. - Career Counselor

FTE/Term: From .40 FTE to .825 FTE/12 months

Proposed Annual Salary: \$25,379.64 (.825 FTE)

Current Annual Salary: \$12,305.28 (.40 FTE)

Amount and Percent: +\$13,074/+106%

Effective Date: August 2, 1999

Department/Funding: Center for New Directions/FY/Grant & State Funds (75.8%/24.2%)

Rationale: Increased hours.

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
NON-ROUTINE AGENDA

**2.2 Reappointments**

2.21 Administrative

Hutchinson, Burma - Adjunct Instructor

FTE/Term: 1.0/9 months

Proposed Annual Salary: \$15,933

Current Annual Salary: \$12,126

Amount and Percent: \$3,807 (+31.14%)

Effective Date: August 25, 1999

Department/Funding: Natural Sciences Division/Academic/Appropriated Funds

Rationale: Adjunct instructor; increase in teaching load from 14 to 18 credits per academic year

**2.3 Changes in Salary, Rank, Title, Duties or Status**

2.31 Other

Moore, Richard - Interim Chair, Nursing Division

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$73,902

Current Annual Salary: \$53,165

Amount and Percent: \$20,737 (+39.01%)

Effective Date: July 11, 1999

Department/Funding: Nursing Division/Fiscal, Appropriated Funds

Rationale: Position change from 9 month faculty member TO 12 month Interim Chair of Nursing Division

2.33

Hayes, Robert - Adjunct Instructor and Grant Administrator

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$40,019

Current Annual Salary: \$21,403

Amount and Percent: \$18,616 (+86.98%)

Effective Date: August 1, 1999

Department/Funding: Education Division/Fiscal, Appropriated and Local Funds

Rationale: Position change from 9 month adjunct instructor TO 12 month with additional responsibilities as grant administrator of IDEAS grant and SBE grant

PERSONNEL/STUDENT AFFAIRS COMMITTEE  
NON-ROUTINE AGENDA**2.3 Changes in Salary, Rank and Duties**

## 2.31 Administrative

## Associate University Counsel

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$60,000

Current Annual Salary: \$33,280

Amount and Percent: \$26,720 (80% increase)

Effective Date: January 11, 2000

Department/Funds: Office of University Counsel/FY/General Education

Justification: The position titled Assistant University Counsel became vacant following a resignation. The University would like to fill this position at a level that requires more experience to serve the strategic goals of the University. The increase in salary will be paid during the current fiscal year using the salary allocated for the current position. The FY01 budget will reflect the higher salary.

## Donald Chin, from Director of Student Health Services to University Physician

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$93,995.20

Current Annual Salary: \$93,995.20

Amount and Percent: \$0

Effective Date: June 27, 1999

Department/Funding: Student Affairs/Nonappropriated Funds

Justification: Change in administrative responsibilities

## Brad Eldredge, Assistant Professor of Chemical Engineering to Assistant Professor of Chemical Engineering and Acting Director of Idaho Falls Center for Higher Education

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$72,705.84

Current Annual Salary: \$57,595.20

Amount and Percent: +\$15,100 (+26.23%)

Effective Date: July 6, 1999

Department/Funding: Academic Affairs/Nonappropriated Funds

Justification: Temporary change in title; conversion from academic year to fiscal year appoint; increase in administrative responsibilities

Fred Gunnerson, from Prof of Mechanical Engineering and Director of Idaho Falls Center for Higher Education to Prof of Mechanical Engineering and BBWI Transition Director for INEEL

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$120,016.00  
Current Annual Salary: \$98,820.80  
Amount and Percent: +\$21,195.20 (+21.45%)  
Effective Date: July 6, 1999  
Department/Funding: Academic Affairs/Nonappropriated Funds and Grant Funds  
Justification: Change in admin responsibilities with Bechtel Transition Team

Charles Hatch, Prof of Forest Resources and Dean, Coll of Forestry, Wildlife and Range Science

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$98,633.60  
Current Annual Salary: \$96,616.00  
Amount and Percent: +\$2,017.60 (+2.09%)  
Effective Date: June 27, 1999  
Department/Funding: College of Forestry, Wildlife and Range Science/General Education  
Appropriated Funds  
Justification: Correction of salary calculation

Richard T Jacobsen, from Professor of Mechanical Engineering to Professor of Mechanical Engineering and Interim Deputy R&D Director and Chief Scientist, INEEL

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$160,014.40  
Current Annual Salary: \$115,003.20  
Amount and Percent: \$45,011.20 (+39.14%)  
Effective Date: July 6, 1999  
Department/Funding: Academic Affairs/Nonappropriated Funds  
Justification: Temp change in admin responsibilities w/Bechtel Transition Team

Leonard Johnson, Professor of Forest Products and Department Head to Professor of Forest Products and Interim Executive Director of Institutional Planning and Budget

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$105,019.20  
Current Annual Salary: \$89,003.20  
Amount and Percent: +\$16,016 (+17.99%)  
Effective Date: July 19, 1999  
Department/Funding: Institutional Planning and Budget/General Ed Appropriated Funds  
Justification: Temporary change in appointment and temporary increase in administrative responsibilities

Peggy Pletcher, from Extension Professor and District Director to Extension Professor, District Director and Interim Director of UI Boise Center

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$103,667.20  
Current Annual Salary: \$93,662.40  
Amount and Percent: +\$10,004.80 (+10.68%)  
Effective Date: June 27, 1999  
Department/Funding: College of Ag/Ag Research and Extension Appropriated Funds  
Justification: Temporary increase in administrative responsibilities

Raphael Francis Rosenzweig, from Associate Professor of Biology to Associate Professor of Biology and Interim Chair of Biological Science

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$87,443.20  
Current Annual Salary: \$51,729.60  
Amount and Percent: +\$35,713.60 (+69.04%)  
Effective Date: June 27, 1999  
Department/Funding: College of Letters and Science/General Ed Appropriated Funds  
Justification: Temporary conversion to fiscal year appointment, increase in administrative responsibilities

Robert Stiger, from Associate Professor of Civil Engineering to Associate Professor of Civil Engineering and Director of University Programs, INEEL

FTE/Term: .75/12 months  
Proposed Annual Salary: \$120,016.00  
Current Annual Salary: \$63,003.20  
Amount and Percent: +90.49%  
Effective Date: July 6, 1999  
Department/Funding: Academic Affairs/Nonappropriated Funds  
Justification: Temp change in admin responsibilities w/Bechtel Transition Team

Jim Cassetto, from Assistant Professor of Industrial Technology to Assistant Professor of Industrial Technology and Interim Director of Adult, Counselor and Technology Education

FTE/Term: 1.0/12 months  
Proposed Annual Salary: \$55,307.20  
Current Annual Salary: \$40,331.20  
Amount and Percent: +\$14,976 (+37.13%)  
Effective Date: June 27, 1999  
Department/Funding: College of Education/General Education Appropriated Funds  
Justification: Convert to fiscal year, plus administrative stipend

## 2.32 Academic Instructional

Earl P. Druker, from Lecturer in English to Lecturer in English and Assistant Director of Writing

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$31,200.00

Current Annual Salary: \$23,400.00

Amount and Percent: +\$7,800 (+33.33%)

Department/Funding: College of Letters and Science/General Ed Appropriated Funds

Justification: Increase in responsibilities and increase from part time to full time

Madeline D. Houghton, Assistant Professor of Family and Consumer Science

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$45,406.40

Current Annual Salary: \$37,481.60

Amount and Percent: +\$7,924.80 (+21.14%)

Effective Date: June 27, 1999

Department/Funding: College of Agriculture/General Education Appropriated Funds

Justification: Conversion from academic year to fiscal year

## 2.33 Other

Shana Plasters, from Asst Dir of Student Activities to Acting Co-Dir of Commons/Student Union

FTE/Term: 1.0/12 months

Proposed Annual Salary: \$46,051.20

Current Annual Salary: \$36,545.60

Amount and Percent: +\$9,505.60 (+26.01%)

Effective Date: July 29, 1999

Department/Funding: Student Affairs/Nonappropriated Funds

Justification: Temporary increase in administrative responsibilities

**2.9 Items Not Covered in Other Sections****2.91 Faculty-Staff Handbook Changes**

The following policies have been revised based on the recommendations of an ad hoc faculty committee. These policy recommendations were approved by the Faculty Council and the General Faculty as recommendations to the President who has also approved them. The changes eliminate one step (the advisory dismissal hearing committee) in the process required for dismissal of tenured faculty. This step was not required by the administrative rules adopted by the Regents/SBOE. These changes also revise the definitions of "for cause" so that they are exact restatements of the Regents/SBOE administrative regulations rather than close approximations of those definitions. Other changes include altering the order in which senior administrators consider the recommendation to dismiss the faculty member and clarifying how to bring an appeal to the Regents/SBOE following completion of the institutional process.

## UI FACULTY-STAFF HANDBOOK

## CHAPTER THREE: 3840

EMPLOYMENT INFORMATION CONCERNING FACULTY AND STAFF  
PROCEDURES FOR FACULTY APPEALS

*PREAMBLE: This section deals with the procedures for faculty appeals. It formed a part of the 1979 Handbook and was revised in July of 1994 to add harassment on the basis of race, color, religion, gender, national origin, age or disability to the "areas of concern" and in January of 1996 so as to remove the Faculty Affairs Committee from those bodies through which an appeal had to travel before being heard. Further information is available from the Provost's Office (208-885-6448) or the Office of the Faculty Secretary (208-885-6151). [This preamble will need to be changed by the editor of the Handbook to reflect changes approved by the Council and the Faculty]*

## CONTENTS:

- A. Areas of Concern
- B. Procedures for Initiating an Appeal
- C. The Faculty Appeals Hearing Board
- D. The Board's Responsibility
- E. Hearing Procedures
- F. Procedures Following the Hearing

**A. AREAS OF CONCERN.** The procedures provided in this policy are to be used by faculty members to appeal administrative decisions in such matters as tenure, promotion, position description, performance evaluation, and salary, and to challenge contents of personnel files, ~~and to seek remedy for alleged infringements of academic freedom or of civil or human rights (e.g., any form of prohibited discrimination, including harassment based on race, color, religion, gender, national origin, age, or disability).~~ Applicability of these procedures to some matters is subject to certain limitations--nonrenewal of fixed-term appointments [see 3900 E and F], dismissal for cause [see 3910, in particular, 3910 D-5-c], and layoff resulting from a declaration of financial exigency [see 3970]. Decisions of the president concerning administrative assignments are not appealable under this policy.

**B. PROCEDURES FOR INITIATING AN APPEAL.**

**B-1.** Before, or in addition to, filing an appeal, the faculty member should seek satisfaction informally by discussing his or her complaint with the administrator who made the decision. If the issue is not resolved by this means, the faculty member should then go to the next administrative level for redress. Reference to these discussions should be included in the request for a hearing.



**B-2.** A faculty member who wishes to appeal an institutional decision may do so by submitting a written request for a formal hearing. Such a request must be made within 30 ~~14~~ calendar days (~~except in unusual circumstances~~) after he or she receives written notice of the institutional decision, except that a 20-day period is allowed in cases of nonrenewal of fixed-term appointments [see 3900 F], a 14-day period is allowed in cases of denial of tenure or promotion, and a 15-day period is allowed in cases of dismissal for cause [see 3910 D-5-a]. If the appeal concerns salary determination, the 30 ~~14~~-day period allowed for filing begins with receipt of notice of the dollar amount of salary assigned [see 3320 B-6]; the earlier assignment to a salary-increment category [see 3320 B-3] may be appealed by the informal means described in B-1 or may be included in the appeal after the salary amount has been fixed. In the request, the appellant must state clearly what decision is being appealed and, briefly, the grounds on which the appeal is based. If the time deadlines contained in this provision or in any rules or procedures adopted by the Faculty Appeals Hearing Board are not complied with the appeal shall be dismissed unless the Faculty Appeals Hearing Board determines that extraordinary circumstances justified the delay.

**B-3.** ~~A request for a hearing involving nonrenewal of a fixed-term appointment is addressed to the president with a copy to the chair of the Faculty Affairs Committee (FAC) [see 3900 F].~~

**B-43.** ~~In all other cases, t~~The request for a hearing is addressed to the chair of the Faculty Appeals Hearing Board (FAHB). The FAHB chair will forward copies of the request to ~~the chair of FAC~~, the provost, and other administrators concerned. The provost, or another administrator designated by the provost, will furnish the FAHB chair, ~~the FAC chair~~, and the appellant a written statement of the reasons for the administrative decision.

### **C. THE FACULTY APPEALS HEARING BOARD.**

**C-1.** The Committee on Committees appoints, subject to confirmation by the Faculty Council, a Faculty Appeals Hearing Board. The board consists of five faculty members, one of whom is a departmental administrator, as principal members. In addition, five other ~~another~~ faculty members, two other ~~another~~ departmental administrators, and two ~~three~~ off-campus faculty members are appointed as alternate members of the board. The off-campus alternates will serve, in place of principal faculty members chosen by lot, when an appeal by an off-campus faculty member is to be heard. The other alternate members will serve, as appropriate, when a principal member is deemed to have a conflict of interest.

**C-2.** A majority of the members of the hearing board must be tenured and each of them must have had employment at UI for longer than two years.

**C-3.** The chair presides at hearings or designates another member to do so.

**D. THE BOARD'S RESPONSIBILITY.** ~~D-1.~~ In each case referred to it, the board has the following responsibilities:

**aD-1.** To review all ~~evidence available to it~~ documentary evidence submitted by the parties prior to the hearing and all evidence submitted by the parties at the hearing. The board may require the parties to submit evidence deemed relevant by the board.

**bD-2.** To determine whether there has been any (1) failure to comply with prescribed procedures, (2) application of inappropriate considerations (for example race or gender), (3) ~~gross~~ abuse of discretion, or (4) abuse of the appellant's academic rights and privileges.

**cD-3.** To make recommendations to the president.

~~**D-2.** In certain cases, the board may choose to limit its inquiry to the question of whether there have been procedural irregularities or grossly unreasonable conduct by the administration at any level. In other cases, especially if either party requests it, the board may undertake a thorough investigation of the matter under appeal.~~

~~**D-3.** Because its membership includes persons from outside the appellant's academic unit, the board can view the case from a fresh, objective perspective. It should, on the basis of evidence submitted and testimony of witnesses, determine only whether any of the alleged violations enumerated in D-1-b have been committed.~~

## **E. HEARING PROCEDURES.**

E-1. The hearing board may adopt rules of procedure from time to time. In a particular case these rules may be altered by the Board in the interest of fairness. These rules are available on request from the chair of the board and the faculty secretary.

**E-12.** The board ~~may~~ shall meet before the hearing to consider the nature of the parties' expected presentations, to make decisions about the procedure that will be followed in the hearing, and to set mutually acceptable dates for the hearing, including the time and duration of the presentations. The board communicates these decisions in writing to the parties and allows each of them five working days in which to respond. The chair of the board negotiates any disputed matters.

**E-23.** The chair of the board summons the appellant; and the officer (or a representative of the body) whose decision is under appeal; ~~and a mutually acceptable procedural observer, who will be present during the entire hearing, to appear.~~ The chair also summons other UI employees or students to appear on the request of either party or of the board itself; the summons must set a reasonable time and place to appear and must give due notice. Persons summoned have the obligation to respond as though summoned by the president. Either party may be assisted by counsel of its choice in an advisory capacity only. Both parties are entitled to be present during the entire hearing.

**E-34.** During the hearing, the appellant's case will be presented first, in whatever manner he or she desires: e.g., through the testimony of witnesses, submission of documents, or oral statements. The board may then question the appellant. The administration then presents its case, followed by questions from the board. The appellant is given an opportunity to respond and to summarize his or her case. [ed. 7-97]

**E-45.** As a general rule, the board admits, rather than excludes, presentations that either party desires to make. The chair may rule against presentations that are clearly repetitive or irrelevant.

**E-56.** The appellant and the board should know of the existence and substance of all materials on which the administration has relied in making the decision being appealed [see 3040]; there should be no means by which the substance of any charge, or other adverse information or allegation, can be kept secret from the appellant.

## **F. PROCEDURES FOLLOWING THE HEARING.**

**F-1.** The findings and recommendations of the hearing board are reported promptly in writing to the appellant, his or her departmental administrator and dean, the provost, and the president, ~~and the FAC chair.~~

**F-2.** The president, following receipt of the report of the hearing board, has the responsibility of promptly responding in writing--and in any case within 45 days--to the appellant, and the hearing board, ~~and the FAC,~~ and of providing a statement of the rationale for his or her decision.

**F-3.** The chair of the board shall report annually to the Faculty Council regarding the nature of the matters considered by the board during the preceding year.

## **UI FACULTY-STAFF HANDBOOK**

### **CHAPTER THREE: 3910**

#### **EMPLOYMENT INFORMATION CONCERNING FACULTY AND STAFF**

#### **DISMISSAL OF FACULTY**

*PREAMBLE: This section outlines procedures for the dismissal of tenured faculty and of untenured faculty who are being dismissed before the end of their current term of appointment. It was a part of the 1979 Handbook, though in that document it included non-faculty exempt employees as well. It was thoroughly revised in July of 1989 to reflect changes in regents' policy and divided into faculty and non-faculty exempt sections in July of 1996. Non-tenured faculty should also consult section 3900 "Non-Reappointment of Non-Tenured Faculty." Further information may be obtained from the Provost's Office (208-885-6448) or the Office of the Faculty Secretary (208-885-6151). [This preamble will need to be changed by the editor of the Handbook to reflect changes approved by the Council and the Faculty]*

CONTENTS:

- A. Regents' Authority
- B. Cause for Termination
- C. Suspension ~~Pending Regents' Action~~
- D. UI Procedures
- E. Transmittal of The President's Recommendations to the Regents
- F. ~~Regents' Procedures~~ Appeal to the Regents

**A. REGENTS' AUTHORITY.**

A-1. All employees of the Regents or of the agencies, institutions, school, or office under its jurisdiction are subject to dismissal for good cause during the period of employment. "Good cause" means one (1) or more acts or omissions which, singly or in the aggregate, have directly and substantially affected or impaired an employee's performance of his professional or assigned duties or the best interests of the institution, agency, school, or office. IDAPA 08.01.02.104

A-2. Dismissal of faculty is as provided in the regents' rules IDAPA 08.01.02.204.

~~A-1. Dismissal of tenured faculty and non-tenured faculty before the expiration of the term of their appointment for adequate cause is as provided in Title 67, Chapter 53, Idaho Code.~~

~~A-2. Under the provision of Idaho Code, 33-2306, 33-3006, 33-3100, or 33-4005, and the applicable provisions of the constitution of the state, the regents may dismiss, for good cause, any president, officer, or faculty member of the University of Idaho.~~

~~A-3. For the purposes of this policy, adequate or just cause means one or more acts that impair an employee's performance of professional or assigned duties.~~

**B. CAUSE FOR TERMINATION.**

**B-1.** Termination (as opposed to non-renewal of a non-tenured faculty member) by UI of the employment of a faculty member, except in the case of resignation or retirement, will be only for good cause shown.

**B-2.** As provided in 3970, any faculty member may be laid off in conjunction with a reduction in force approved by the regents and resulting from a declaration of financial exigency.

**B-3.** Definition of Cause. Any conduct seriously prejudicial to UI may constitute cause for dismissal or termination of any employee. Examples include, but are not limited to, immorality, criminality, dishonesty, unprofessional conduct, actions in violation of policies, directives, or orders of the Regents, unsatisfactory or less than good performance of his assigned or contractual duties, or failure to perform his assigned or contractual duties. Good cause is defined above in

A-1 [see IDAPA 08.01.02.204.03]

~~**B-3.** Cause for dismissal is any conduct seriously prejudicial to UI, its students, or faculty; for example, but not by way of limitation, immorality, criminality, dishonesty, unprofessional conduct, actions in violation of policies, directives, or orders of the regents, or failure to perform, or incompetence in the performance of, teaching commitments or assigned contractual duties, except by reason of illness, UI business, or other circumstances with the president's approval. [See 3320 C.]~~

~~**B-4.** Violation of Sections 33-3715 and 33-3716, Idaho Code, or violation of any law which results in a felony conviction of a faculty member may be cause for dismissal from the UI. Dismissal must be preceded by the procedures outlined below and in regents policy. It is not necessary that such violations be committed on the campus of UI unless the same is a material element of such violation. [See IDAPA 08.01.02.204.04.]~~

~~**B-4.** Violation of Idaho Code, 33-3715 and 33-3716, or violation of any law that results in a felony conviction may be cause for suspension with pay or dismissal from UI. Dismissal must be preceded by the procedures described in this section. It is not necessary that such violations be committed on the campus of one of the institutions of the state of Idaho unless such location is a material element of such violation.~~

~~**C. SUSPENSION PENDING REGENTS' ACTION.** A faculty member may be suspended with pay pending the procedures set forth in this section if:~~

~~**C-1.** If, without the approval of the president, a faculty member for reasons other than illness fails to meet his or her teaching responsibilities or other assigned duties, the president may suspend the employee with pay or recommend dismissal. Suspension with pay may continue until the president has forwarded a recommendation to the regents and the faculty member has had the opportunity to exercise the right of appeal to the regents.~~

~~**C-2.** The president will, for good cause, take action to suspend, with pay, a faculty member from his or her assigned duties pending investigation and hearing as hereinafter provided, only if immediate harm to the faculty member or others is threatened by continuance of the employee's services; or~~

~~**C-3.** The faculty member violates Sections 33-3715 and 33-3716, Idaho Code or any law which results in a felony conviction. It is not necessary that such violations be committed on the campus of the UI unless the same is a material element of such violation. [See IDAPA 08.01.02.204.04]~~

**D. UI PROCEDURES.** In each case, the issue of whether or not good cause for termination or dismissal exists is to be determined by an equitable procedure, affording protection to the rights of the faculty member and to the interests of the state of Idaho and its system of higher education.

The burden of proof that good cause exists rests with the institution and its administrative officers, and will be satisfied only by clear and convincing evidence in the record considered as a whole.

**D-1. Departmental, Division, and College Action.** When reason arises to question the fitness of a faculty member, the immediate supervisory officer discusses the matter with the employee in a confidential personal conference. It is the duty of the immediate supervisor and the faculty member to make a good faith effort to correct any and all deficiencies in the faculty member's performance. Departments, divisions, or colleges are to establish policies and procedures for identifying problems, suggesting remedial actions, and assisting the faculty member in becoming a productive member of the university community. These procedures are to include peer input and are to be fully integrated with the annual evaluation process. A good faith effort must be made to identify and resolve performance problems at the lowest administrative level.

**D-2. ~~University Action.~~ Administrative Action.**

- ~~a. If remedial performance adjustments do not result, an Advisory Subcommittee of the Dismissal Hearings Committee (DHC) is charged with the function of rendering a confidential recommendation to the president. The subcommittee is to determine whether, in its view, the provost shall determine whether formal dismissal proceedings should be initiated.~~
- ~~b. The Advisory Subcommittee is charged to provide the president with an objective interpretation of the events leading to the dean's recommendation for dismissal or alternatives to dismissal. The subcommittee must file its report with the president within 14 working days from the date it received the president's charge. A working day is defined as any full or part day that the university's offices are open for regular business.~~
- ~~c. The Advisory Subcommittee is composed of three faculty members chosen by the president from panels selected for the DHC [see D-2-h]. Members of the subcommittee are not to serve subsequently on the DHC concerned with the same case.~~
- ~~d. Panels, and subsequent committee memberships, are constructed to ensure that whenever the faculty member whose fitness is being questioned is protected by Title VII of the Civil Rights Act of 1964, then a reasonable proportion of the committee's members are also protected by Title VII.~~
- ~~e. If the provost president, after considering the Advisory Subcommittee's recommendation, expresses the conviction that dismissal proceedings should be undertaken, formal action commences. A determines that formal proceedings should be initiated, he or she should formulate a written statement with reasonable particularity of the grounds proposed for the dismissal should be jointly formulated by the president and the subcommittee; if there is disagreement, the president may formulate the statement.~~

- f.** Nothing in these procedures prevents the provost ~~president~~ from withdrawing the fitness complaint from the process, at any time for any reason. However, the provost ~~president~~ must either withdraw the complaint or proceed with the dismissal process within a reasonable period of time.
- g.** The statement of particularity is communicated, in writing, to the faculty member by the provost ~~president~~.

### **D-3. Dismissal Hearing Committee.**

**a.** If the faculty member requests a hearing to determine whether the termination is properly based on the grounds stated, one will be conducted by a Dismissal Hearing Committee (DHC) ~~DHC~~ at a specified time and place. The faculty member must file a written request with the provost ~~president~~ for a hearing within seven working days of receipt of the provost's ~~president's~~ communication of particulars. If the faculty member has not requested a hearing, the statement of particulars constitutes the dismissal recommendation, which the provost ~~president~~ may communicate to the president ~~regents~~ without further delay.

**bh.** The DHC is composed of five employees, including four faculty members and one administrator at the departmental level or above appointed by the Committee on Committees. Six faculty members and three administrators are also appointed as alternates. The faculty member has the right to substitute up to two members appointed with two others from the alternate list. The provost also has the right to substitute two members appointed with two others from the alternate list. If as a result of substitutions and conflicts of interest there are an insufficient number of faculty members or administrators on the alternate list, the Committee on Committees will be asked to appoint more members to the alternate list as needed. ~~chosen from panels by alternate challenges by the faculty member and the president until the desired number is reached in each group. Panels are determined for each committee membership year as follows: (1) 11 faculty members selected by the Committee on Committees, (2) 11 other exempt staff members selected by the Staff Affairs Committee, and (3) 5 administrators selected by the Committee on Committees. Panel-Committee members are chosen on the basis of their objectivity and competence and the high regard in which they are held in the UI community. In appointing members of the DHC the Committee on Committees should attempt to reflect the diversity of the UI faculty. The term of membership on the panels-Committee is three- two years, with initial terms staggered to form a rotation pattern in each group. The committee elects its own chair. Panel members who served on the Advisory Subcommittee [see D-2-a] are not eligible to serve on the DHC concerned with the same case. Selection of the committee members must be completed within five working days of the president's receipt of the employee's request for a formal hearing.~~

**ic.** The DHC proceeds by considering the provost's ~~president's~~ recommendation and statement of grounds for dismissal already formulated, the evidence supplied to support the dismissal recommendation, and the employee's response written before the time of the hearing. If any facts

are in dispute, the testimony of witnesses and other evidence concerning the matter set forth in the letter of particulars to the faculty member become part of the hearing record. ~~The committee must issue a final report of its actions within 21 working days.~~

**jd.** ~~The provost president has the option of attending the hearing.~~ The DHC determines the order of proof, conducts the questioning of witnesses, and, if necessary, secures the presentation of evidence important to the case.

**ke.** The faculty member has the option of assistance by counsel; the faculty member, the provost president, and their counsels have the right, within reasonable limits, to question all witnesses who testify orally. The faculty member has the opportunity to confront all adverse witnesses. All evidence is duly recorded.

**pf.** If a question of timeliness arises during these procedures, the DHC will review the action of the delinquent party and determine whether the dismissal procedures will continue, as outlined above.

**lg.** The DHC reaches its decision in conference within five working days of the formal hearing's close, solely on the basis of the record of the hearing. It makes explicit findings with respect to each of the grounds for removal presented or remedial actions, and renders a reasoned opinion. The provost, the president and faculty member are notified of the decision in writing and given a copy of the record of the hearing; the college and department or division concerned are notified of the decision. ~~Any release to the public should be made through the President's Office.~~

#### **D-4. Presidential Recommendation.**

**ma.** The president, after due consideration of the DHC's recommendation, shall initially determine whether he or she agrees or disagrees with the DHC's recommendation. In the event of disagreement, the president shall meet with the DHC to discuss the reasons for the president's disagreement prior to reaching a final recommendation. Upon reaching a final recommendation the president forwards his or her recommendation to the faculty member and to the college and department or division. If the president's recommendation differs from the committee's, the reasons for the disagreement are also communicated to the faculty member, the college and department or division, and to the DHC.

**nb.** The notice from the president must be in writing and will be personally served on the employee or be sent by certified mail, return receipt requested, directed to the designated address of the faculty member. The notice must contain a concise statement of the charges against the employee, the findings of fact that are the basis for the president's recommendation for dismissal or continuance, and any conditions imposed on the continuance of employment. If the president's recommendation is for dismissal, the faculty member receives a statement of all rights and procedures for appeals of the president's recommendation to the Faculty Appeals Hearing Board ~~appropriate appeals hearing body~~ or directly to the regents.



**D-5. Appeal to the Faculty Appeals Hearing Board.** The faculty member may appeal a presidential recommendation of dismissal either to the Faculty Appeals Hearing Board (FAHB), see section 3840, or to the Regents, see F below.

**a.** If the faculty member appeals to the FAHB he or she must notify the president in writing within fifteen (15) days of the receipt of the notice given by the president.

**ob.** If the charges against the employee, or the contentions of fact on which the charges are based, materially change after the determination of the DHC or appropriate appeals hearing body, the faculty member may obtain an additional review before the president forwards the recommendation to the regents. The president's final determination concerning dismissal of the employee shall not be made until the review by the appropriate appeals hearing body, if the faculty member has filed an appeal in a timely fashion.

**qc.** For the purpose of dismissal-for-cause procedures only, the ~~FAHB~~ ~~faculty appeals hearing~~ procedures have an expanded ~~scope capacity~~. Specifically, in accord with ~~their~~ ~~its~~ current procedures, the ~~appeals bodies~~ FAHB may also hear and decide on the regularity and appropriateness of process, procedures, factual basis, and timeliness in the dismissal recommendation or the recommendation for continuance of employment, with the stated conditions.

**d.** The regents require that the appeal of a dismissal-for-cause to the FAHB be completed within a 30 day period. [See IDAPA 08.01.02.104.03.b]

**e.** The president, after due consideration of the FAHB's recommendation, shall initially determine whether he or she agrees or disagrees with the FAHB's recommendation. In the event of disagreement, the president shall meet with the FAHB to discuss the reasons for the president's disagreement prior to reaching a final recommendation. The president shall give substantial weight to the recommendation of the FAHB. If the president does not follow the recommendation of the FAHB, he or she shall send to the FAHB and to the appellant a written report of the basis for the president's determination.

**E. TRANSMITTAL OF THE PRESIDENT'S RECOMMENDATION TO THE REGENTS.**

The president must notify the regents, in writing, of his recommendation for dismissal concisely stating the reasons therefor including the findings of fact that are the basis for the recommendation of dismissal. In arriving at the recommendation, the president may utilize whatever advice he may require to ascertain the facts in the case. The president may forward a copy of the complete record of on-campus proceedings to the regents. The president will notify the regents of his recommendation following the faculty member's appeal to the FAHB or after the time for the faculty members appeal to the FAHB has expired. [See IDAPA 08.01.02.204.06.b]

~~E-1. After the university-level dismissal procedures have been completed and in advance of the transmittal of the president's recommendation to the regents, the faculty member may request a formal appeal before the Faculty Appeals Hearing Board. If the faculty member wishes to appeal the president's recommendation directly to the regents, the faculty member must notify the regents, in writing, within 30 days from the date of receipt of the president's notice.~~

~~E-2. The president notifies the regents, in writing, of his or her recommendation for dismissal of a faculty member, concisely stating the reasons therefor, including the findings of fact that are the basis for the recommendation of dismissal. The president may forward a copy of the complete record of on-campus proceedings to the regents.~~

**F. REGENTS' PROCEDURES: APPEAL TO THE REGENTS.** Should the employee appeal directly to the regents, he or she must notify the regents, in writing at the Office of the State Board of Education that he so appeals within thirty (30) days from the date of receipt of the notice given by the president. The rules of the regents applicable to the hearing are found in the Idaho Administrative Procedures Act Rules Section 08.02.204 a copy of which can be obtained from the Office of the Faculty Secretary.

~~F-1. If the faculty member exercises his or her right to appeal to the regents in a timely fashion, they must give reasonable notice of the time, place, and nature of the hearing and the person or persons before whom the same is to be heard. In every such hearing the employee will have the right to appear in person and by counsel of his or her own selection and to confront and cross-examine witnesses who may appear against the employee. Failure of the faculty member to appear at the time and place specified in the notice of hearing constitutes a waiver of further proceedings.~~

~~F-2. The board of regents may constitute itself as the hearing tribunal, appoint a hearing committee of not fewer than three of its members, or appoint a single hearing officer, not a regent, who is an attorney licensed to practice law in Idaho and who has had at least 10 years experience in the practice of law; which legal experience may include service on the judiciary of the state or as a law professor in an institution of higher education in the state.~~

~~F-3. With respect to the admissibility of evidence, the hearing tribunal, committee, or officer, as the case may be, is governed and controlled by the provisions of Idaho Code, 67-5210, or as the same may be hereafter amended.~~

~~F-4. The faculty member has the right to testify in his or her own behalf, but is not required to do so; and may introduce in his or her behalf evidence, oral or documentary, that may be relevant or material to his or her defense and the issue of whether good cause for dismissal exists.~~

~~F-5. UI has the right to be represented by counsel of its selection at the hearing.~~

~~F-6. A stenographic or electronic record of the proceedings is taken and filed with the regents, and such record is made accessible to the employee.~~

~~F-7. The hearing tribunal by a majority of its membership, or the hearing committee by a majority of its membership, or the hearing officer will make written findings on the material facts presented and a recommendation for the continuance or termination of the faculty member's tenure or continuation or termination of the non-tenured faculty member's term of employment, or may make any supplementary suggestions it deems proper concerning the disposal of the case. The original of such findings and the recommendations, together with any supplementary suggestions, are delivered to the regents and a copy thereof to the faculty member. If minority findings, recommendations, or suggestions are made, they are similarly treated.~~

~~F-8. Upon receipt of the findings and recommendations, the regents, by a majority of the total membership, shall approve, reject, or amend such findings, recommendations, and suggestions, if any, or may remand the report to the same tribunal for hearing additional evidence in reconsideration of its findings, recommendations, and suggestions, if any. Reasons for approval, rejection, or amendment of such findings, recommendations, or suggestions are stated in writing and communicated to the employee.~~

~~F-9. If, under extraordinary circumstances, the board of regents has probable cause to bring charges against a tenured faculty member it may, by majority vote, direct the president, or such other administrator as may be appropriate, to follow proceedings for removal of the faculty member as outlined above. However, should the proceedings be started by directive of the regents, the regents will appoint a single hearing officer as provided above.~~

#### **4. FORUM**

##### Presidents:

Dr. Richard Bowen, ISU  
Dr. Michael Burke, NIC  
Dr. James Hottois, LCSC  
Dr. Robert Hoover, UI  
Dr. Miles LaRowe, EITC  
Mr. Jerry Meyerhoeffler, CSI  
Dr. Charles Ruch, BSU

##### Agency Heads:

Mr. Ron Darcy, ISDB  
Mr. Peter Morrill, IPTV  
Dr. Mike Rush, SDPTE  
Mr. Pat Young, IDVR

##### Faculty Presidents:

Dr. Joseph Feeley, UI  
Ms. Mary Lou Robinson, LCSC  
Ms. Pam Ingram, EITC  
Mr. Jim Tartar, CSI  
Dr. Jennifer Attebery, ISU  
Mr. Alan Lamb, NIC  
Dr. Linda Petlichkoff, BSU

##### Student Body Presidents:

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Ms. Angela Buhler, CSI  
Ms. Matt Bott, BSU  
Mr. Nathan Peterson, LCSC  
Mr. Mahmood U. Sheikh, UI  
Mr. Dan Sheckler, NIC  
Ms. Katie Muhlfeith, ISU